# Affirmative Action in Iowa

**An Annual Review of Affirmative Action in the Executive Branch of State Government**

**September 2003**

# FY 2003 Affirmative Action Report

*Affirmative Action in Iowa*
*An Annual Review of Affirmative Action*
*in the Executive Branch*
*of State Government*

Prepared by
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# STATE AFFIRMATIVE ACTION PLAN

## Executive Summary

The FY 2003 report (June 21, 2002 through June 19, 2003) describes the affirmative action efforts of Iowa executive branch departments. Executive branch efforts during this fiscal year were marked by several key initiatives that enhanced equal opportunity within Iowa state government. The State workforce continues to represent females and minorities in most EEO categories at rates greater than the relevant labor market. Females make up 49.3% of the State's workforce compared to 46.0% in the statewide labor force reported in the 1990 U.S. Census, and minorities make up 5.2% of the State's workforce compared to 3.4% of the statewide labor force reported in the 1990 U.S. Census. Since the representation of persons with disabilities in the statewide workforce (4.2%) is less than the rate of persons with disabilities available in the statewide labor force (7.6%) as reported in the 1990 U.S. Census, a cooperative relationship was developed with the Department of Human Rights to improve employment opportunities within state government for persons with disabilities. These and other efforts were also incorporated in the Department's Olmstead[1] Plan, in compliance with Executive Order 27, issued on February 4, 2003.

Finally, during this fiscal year, there was a significant increase in the amount of EEO/AA/Diversity training provided to state employees. There have been challenges in overseeing the State's affirmative action efforts this fiscal year, however; there have also been a number of new initiatives that have substantially bolstered the State of Iowa's long-term commitment toward a balanced and welcoming state workforce.

## FY 2003 Hiring Goal Achievement

Efforts towards balancing the State's workforce were tempered by cautious departments that were still rebounding from lay-offs, budget cuts and recall hires. The progress made toward meeting hiring goals this year improved somewhat over last year where negative progress occurred in all three goal areas.

[1]Governor's Executive Order 27 directs state agencies to undertake steps to identify and address barriers to community living for individuals with disabilities and long-term illness in Iowa. DAS-HRE (IDOP) was one of the identified state agencies and is participating in the initiative to identify employment barriers in state government for persons with disabilities. The "Olmstead decision" resulted from the U.S. Supreme Court decision, *Olmstead v. L.C.*, 527 U.S. 581 (1999), that interpreted Title II of the Americans with Disabilities Act (ADA) to require "States to place qualified individuals with disabilities in community settings, rather than in institutions, whenever treatment professionals determine that such placement is appropriate, the affected persons do not oppose such placement, and the State can reasonably accommodate the placement…."

- In total, for FY '03 hiring goals were met in 12 out of 47 areas where goals were set (25.5%) compared to FY '02 where 10 of 43 areas (23.3%) were met.
- FY '03 hiring goals for Females in underutilized job classes equaled 61 and progress towards a balanced Female workforce increased by 25. (In FY '02, hiring goals were set for 149 and progress equaled –78.)
- FY '03 hiring goals for Minorities in underutilized job classes equaled 6 and progress toward a balanced Minority workforce remained unchanged. (In FY '02, hiring goals were set for 11 minorities and progress equaled –7.)
- FY '03 hiring goals for Persons with Disabilities for all departments equaled 32 and progress towards a balanced Persons with Disabilities workforce decreased by 19. (In FY '02, hiring goals were set for 68 persons with disabilities and progress equaled –68.)

## Overall Changes in the State's Workforce

During FY 2003, the full-time executive branch workforce remained relatively stable. The State's workforce was reduced by only 24 employees overall. Females in the State's workforce decreased by only 40 or -0.2% and the overall number of minority employees increased by 21 or +0.2%. The number of persons with disabilities decreased by 38 or -0.2%.

## Overall Changes in Underutilization in the State's Workforce

Overall, the degree of underutilization in the State's workforce for the beginning of FY 2004 has risen slightly in all three areas:

- In FY 2003, total underutilization for Females equaled 649; for FY 2004, it is 653.
- In FY 2003, total underutilization for Minorities was 212; for FY 2004, it is 215.
- In FY 2003, total underutilization for Persons with Disabilities was 407; for FY 2004, it is 428.

## Overall Changes in State's Workforce: 1993 - 2003

Comparison of the State's June 2003 workforce to that of ten years ago indicates that the State's affirmative action efforts have resulted in some improvement in the representation of Females and Minorities:

- The percent of Females in the State's workforce has grown from 48.3% to 49.3%. Females represented 46.0% of the available labor force in the 1990 U.S. Census. This represents an increase of 541.
- The percent of Minorities in the State's workforce has grown slightly from 5.1% to 5.2%. This represents an increase of 41. Minorities represented 3.4% of the available labor force in the 1990 U.S. Census.
- The percent of Females in the EEO Categories for Officials/ Administrators, Professionals, Technicians, and Administrative Support has risen, although these gains have decreased from those reported last fiscal year.
- The percent of Minorities in the EEO Categories for Professionals, Technicians, Protective Service, Administrative Support, and Skilled Craft increased.

However, there are areas where progress has been a challenge:

- The percent of persons with disabilities decreased from 5.8% to 4.2%. This represented a decrease of 250 people. Since the 1990 U.S. Census figures indicate that 7.6% of the available labor force are persons with disabilities, this decline continues to be a concern.
- Two EEO-4 Categories are underutilized for Females. The 1990 U.S. Census indicated the available labor force for Professionals was 54.4% for Females; the June 2003 percent is 53.9%, which represents an increase from 53.3% in 1993. Females are also underutilized in the Skilled Craft category. The 1990 Census numbers indicate Females were 8.2% of the available workforce; in June 2003, they made up 3.4% of the State workforce.
- For Paraprofessionals, Minorities made up 4.2% of the 1990 U.S. Census. In June of 2003, they made up 3.4% of the State workforce, a decrease from the 3.6% representation in June 1993.

# OVERVIEW

## Background

Iowa Code chapter 19B.5(2) requires the Iowa Department of Personnel (IDOP) and now the Department of Administrative Services – Human Resources Enterprise, to annually report the condition of affirmative action in the Executive Branch of Iowa state government to the Governor and Legislature. Each executive branch department is required to participate in the State's Affirmative Action Plan. Each plan must address both remedial (numeric) goals for balancing the State's workforce within that department and non-remedial actions, i.e., any methods in addition to affirmative action hires designed to balance the department's workforce. Departments are also required to submit an annual report of affirmative action accomplishments to this department.

The annual Affirmative Action Report includes a compilation of the individual departments' plans and a summary of the cumulative results. The report also provides a general review of the State's overall affirmative action program, citing strengths and areas needing improvement.

## Affirmative Action Plan Methodology

### Authorization

The basic requirements for departmental affirmative action plans and annual reports are found in Chapter 20 of the DAS-HRE administrative rules. These requirements follow the standards outlined in the Equal Employment Opportunity Commission's (EEOC) “Guidelines on Affirmative Action Appropriate Under Title VII of the Civil Rights Act of 1964,” as amended, 44 CFR 4422 (November 21, 1991), 29 CFR 1608. The State adopted these requirements in good faith and in conformance with and reliance upon those guidelines and subsequent guidance contained in relevant U.S. Supreme Court decisions. They also echo the requirements set forth by law in Iowa Code chapter 19B.

### Calculating Underutilization

"Action appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity" (Iowa Code Section 19B.1).

As noted in the Glossary, affirmative action represents those actions that are appropriate to correct the effects of past or present practices that are barriers to equal employment opportunity. There are two types of affirmative action measures. The first is preferential (remedial) affirmative action. It is the most intrusive and,

as a result, the most likely basis for affirmative action litigation. Preferential affirmative action permits numerical goals to be set that consider race and sex as factors in the selection process. The second is non-preferential (non-remedial) affirmative action. This results in active efforts by an employer to attack and prevent discrimination by concerted proactive programs, but not by setting numerical goals. Non-preferential goals result in system improvements and are more enduring than isolated affirmative action hires.

A key element of the planning and reporting process involves the comparison of the composition of the workforce to the availability of females, racial/ethnic minorities and persons with disabilities within the relevant and qualified labor market pool. (The relevant labor market is the geographic area from which an employer obtains a large portion of its workforce for a given occupational group.)

This process involves multiple steps:

a) Compare the State's end-of-fiscal-year workforce composition to the relevant labor market defined above. The current source for the labor force data is Iowa's 1990 Labor Force, EEO Special File, developed by the U.S. Bureau of the Census. (Comparable census data for 2000 has not yet been released, though that is anticipated later in 2003. This reporting process will include 2000 data as soon as the data becomes available.)

   The groupings used to categorize the workforce into EEO-4 job categories are based on recommendations from the Equal Employment Opportunity Commission (EEOC). The following categories were designated by the EEOC for state and local governments:

| | |
|---|---|
| 01 Official/Administrator | 02 Professional |
| 03 Technician | 04 Protective Service |
| 05 Paraprofessional | 06 Administrative Support |
| 07 Skilled Craft | 08 Service/Maintenance |

b) Determine if underutilization exists. If the State's workforce of racial/ethnic, gender, and persons with disabilities composition is less than the relevant labor force representation for these groups, underutilization exists. If this underutilization is within job groupings previously identified with a manifest imbalance, numerical hiring goals can be set. Hiring goals form the basis of departments' quantitative plan and continue to be set until underutilization is corrected.

c) Identify those areas of underutilization that justify remedial measures as defined by judicial standards, i.e., manifest imbalance. Manifest imbalance occurs when the representation of protected groups in specific occupational groupings in the workforce is substantially below its representation in the

relevant labor market. Based on this initial analysis, only the job groupings that were identified as substantially underutilized can utilize numerical goals as a remedy.

d) Base hiring goals on the hire projections for the plan period. These should be set at a rate equivalent to the labor market representation of the underutilized groups. The projected hires are multiplied by the rate by which the underutilized group is available in the labor force. For example, 10 hires are projected and the labor force availability in the female underutilized group is 50%. A hiring goal of 5 females would be expected (10 hires * 50%). Suggested goals may be adjusted for a variety of reasons, such as special one-time hiring opportunities that may occur during the next fiscal year.

e) For persons with disabilities, underutilization is calculated based on the 1990 statewide labor force availability rate of 7.6% for persons with disabilities. Unlike racial and gender groups, persons with disabilities are not divided into EEO-4 categories.

**Qualitative Underutilization**

a) When underutilization occurs that does not meet the statistical standard for remedial goals, affirmative action measures to correct underutilization by implementing changes in processes or programs must be applied. These do not include the use of racial/ethnic status, gender or disability as plus factors in the selection decision.

b) The process for determining the appropriate measures to remedy non-preferential underutilization, underutilization that does not rise to the level of manifest imbalance in the workforce, is called a qualitative analysis. Departments are requested to do a qualitative analysis for all underutilization, both remedial and non-remedial. This analysis is designed to identify potential barriers to equal employment opportunity and to determine whether policies or practices are impeding progress toward balancing the workforce. From this review, the reporting units develop action plans to eliminate/overcome those barriers.

c) Finally, affirmative action efforts and accomplishments of the previous year are summarized in this report and successes or difficulties in carrying out the plan are noted.

# FY 2003 GOAL ACHIEVEMENT

Like the previous fiscal year, in FY 2003, state government experienced significant budget decreases due to the general downturn in the economy and subsequent reductions in revenue received. As a result, hiring was reduced, a second Early Out retirement incentive was offered to eligible state employees and 148 took advantage of it, and another 199.5 state employees were laid off.

During FY 2003, executive branch departments experienced the following results in meeting their affirmative action goals:

- Twelve departments had neither remedial nor non-remedial underutilization. This means their workforce population reflected the general representation of the labor market.
- Two departments out of 14 that set remedial hiring goals for Females fully met their goal.
- One department out of 4 that set remedial hiring goals for racial/ethnic minorities met its goal.
- Four departments out of 22 that set remedial hiring goals for persons with disabilities met their goals.

**State agencies that met their hiring goals include:**

| **Departments** | **AA Hiring Goals Met** |
|---|---|
| Agriculture and Land Stewardship | 1 Person with a Disability |
| Commerce - Utilities | 1 Minority |
| Iowa Finance Authority | 1 Person with a Disability |
| Public Defense | 3 Females, |
| | 1 Person with a Disability |
| Public Health | 1 Person with a Disability |
| Revenue and Finance | 2 Females |

Another five of the total 25 departments that set hiring goals made partial progress in meeting them. Notable among those achievements is the progress of 22 Females for the Department of Corrections, which had a total hiring goal of 27 for Females.

# FY 2004 RECOMMENDATIONS

With the likelihood of budget constraints continuing to affect departments' ability to meet their affirmative action hiring goals through FY 2004, they will continue to be challenged unless the departments make a renewed commitment to affirmative action. This commitment should be based on the following:

1) Whether or not departments experience opportunities to make affirmative hires, there are other system improvements that can be addressed so that future hiring opportunities are improved. Departments can still train their staff, make concerted efforts to retain the protected group staff they currently have and undertake those initiatives that will define their departments as welcoming work environments for all individuals regardless of their racial/ethnic, gender or disability status.

2) Department managers must be held accountable for initiatives directed towards balancing their workforce. They must receive training on how to administer affirmative action programs, and address workplace issues that create and maintain a welcoming work environment for all employees. While considerable training currently takes place, more effort should be placed on developing measurable results that can be translated into improved workforce diversity.

3) Department managers must become more proactive in their affirmative action efforts. Previous efforts that involved setting cautious goals that will not challenge departments will not be effective in the current environment. Departments must actively seek out measures that integrate all employees into the mainstream of their workplaces and provide training and enhancement opportunities that enhance retention efforts.

4) Census labor force data for 2000 is expected to be available for the 2004 Annual Affirmative Action Report. The reason for this delay is that labor force information by occupational grouping (which is the basis for our affirmative action planning) is distributed after the release of general population Census data. When the Census 2000 labor force data is available, the substantial increase of minorities in the Iowa general population suggests that there will very likely be a matching increase in the representation of minorities in the labor force as well. Efforts to curtail a sharp rise in FY 2005 underutilization must begin with substantial progress during FY 2004.

# DAS-HRE (IDOP) FY 2003 ACTIVITIES

## EOE Task Force Recommendations

The Equal Opportunity in Employment (EOE) Task Force, established under Executive Order Number Eighteen on March 28, 2001, presented its final report titled: *A Growing Challenge—Building Value Through Diversity in the State Government Workforce* to the Governor in June 2001. This report identified six areas of opportunities for improvement and provided a series of recommendations to address these:

1. Collect workforce data to provide the information needed to effectively utilize a diverse workforce.
2. Develop competitive programs to recruit and retain staff.
3. Educate the workforce to fully comprehend the necessity for a welcoming work environment that is competitive, nondiscriminatory, supportive and attractive to highly skilled employees.
4. Communicate expectations through policy initiatives.
5. Remove barriers to employment for persons with disabilities and retired workers.
6. Monitor and report results by putting systems in place that ensure steady advancement towards a diverse workforce and equal opportunity for all.

DAS-HRE staff incorporated these recommendations into a work plan that has continued to serve as the basis for AA/EEO/Diversity activities undertaken. Many of the efforts are noted in the following activities.

## Employment Of Persons With Disabilities

For the past several years, DAS-HRE has been aware that the State's workforce has become increasingly underutilized for persons with disabilities. With the intent of reversing this situation, DAS-HRE continued its partnership with the Persons with Disabilities Division of the Department of Human Rights (DHR) in FY 2003. DHR recognized the importance of helping the State become a model employer and to ensure that, as an employer, the State was not supporting barriers to employment of persons with disabilities.

Work continued in FY 2003 on the multi-year project on access to state jobs begun in the winter of 2002. The project had two main goals: review the method of data collection and assess the employment process.

DAS-HRE also pursued two other initiatives along the same lines. In the fall of 2002, HRE staff served as one of the Governor's Reinvention Teams, its goal, to

enhance the hiring and retention of persons with disabilities in state government. In 2003, as part of the State's response to the Olmstead initiative, DAS-HRE combined the work directed towards the other two initiatives listed here to establish its part of the Olmstead Plan.

Though these projects will continue into FY 2004, the following results were achieved in FY 2003:

- In an effort to create a more effective means of communicating vacancy opportunities to persons with disabilities, various advocacy groups were contacted to provide recruitment sources for an electronic recruitment list; this list now allows for proactively sending electronic recruitment announcements that notify persons with disabilities of the State's employment vacancies.

- A guidebook on recruiting, hiring, and other personnel actions concerning persons with disabilities was developed and placed on the DAS-HRE website as a resource for supervisors and managers. The guidebook is formatted so that the "do's and don'ts" of basic personnel actions are first described and then linked to other electronic resources. The guidebook is available at http://www.state.ia.us/idop/docs/AA-EEO/PersonsWithDisabilitiesGuidebook.doc.

- A new training course for state supervisors that provides them with practical assistance for working with persons with disabilities was developed in conjunction with the DHR. In addition, a course in American Sign Language was developed in conjunction with the Deaf Services Division of the Department of Human Rights and made available on an as-requested basis to state employees.

- Hiring opportunities reports have been developed to advise departments of current opportunities they have for making affirmative action hires in underutilized job classes and to review missed opportunities.

- DAS-HRE staff met with representatives of several state agencies to discuss positive ways to change the workforce culture and perception of working with persons with disabilities.

- The "employee ambassador" program was launched on a pilot basis with DAS-HRE staff. Employee ambassadors are encouraged to help fill job vacancies and find their new co-workers by being on the lookout for people who give them superior service in other business situations. When they find someone with whom they are truly impressed, they give them a card thanking them for their service that suggests they keep in mind the State of Iowa as a future employer.

# AA/EEO/Diversity Training

State agencies continued to take other affirmative steps to promote workforce understanding of the concepts and legal aspects of affirmative action, equal employment opportunity and diversity. Training courses were offered throughout the year to state managers, supervisors, and employees. In total, 914 participants attended one of the five courses offered compared to 534 participants in FY 2002.

| | |
|---|---|
| EEO/AA for Supervisors | 207 |
| Preventing Sexual Harassment for Supervisors | 119 |
| Preventing Sexual Harassment for Employees | 210 |
| Valuing Diversity in the Workplace | 256 |
| What is the ADA? | 122 |

# New Resources

DAS-HRE continued to update its Affirmative Action website established last year. Resources include the AA planning documents, state policies, and links to federal and other state websites. These can be accessed at www.state.ia.us/idop/AAEEOHome.html. DAS-HRE will continue to develop new resources and provide them here for state agencies, as well as other interested parties, as the need is identified.

In addition, DAS-HRE attempted to serve as a clearinghouse for information related to affirmative action, equal employment opportunity, and diversity through frequent email distributions to contacts in the various state agencies. This information ranged from announcements of upcoming events to legal decisions to published articles and other written materials of note.

# DAS-HRE FY 2004 PLANS

DAS-HRE plays a leadership role in bringing about the commitment described above. To that end, several initiatives have been planned for Fiscal Year 2004:

1) Continued effort will be invested in achieving the extensive recommendations made by the Equal Opportunity in Employment Task Force. In FY 2004, emphasis will be placed on:

   a. Resurveying the workforce to update protected class data.
   b. Developing standards for the ongoing collection of protected class data and providing training and information for those who will collect and retain it.
   c. Expanding and updating the Affirmative Action website.
   d. Transitioning to the 2000 U.S. Census data, pending its release. This includes creating a new crosswalk between state job classes and new occupational groupings based on revised Standard Occupational Categories (SOC), revising the employee characteristics survey based on the U.S. Office of Management and Budget (USOMB) guidelines, resurveying the State's workforce, revising the State of Iowa employment applications, and revising the State's data recording systems accordingly.
   e. Focusing on targeted underutilized AA hiring opportunities as they occur.

2) Proceeding with the partnership with the Department of Human Rights and Department for the Blind and, this next year, involving the Department of Education Vocational Rehabilitation Services Division to attract and retain more persons with disabilities to state government. Emphasis will be placed on four areas: improving our data, networking with the various entities that provide services to persons with disabilities to improve recruitment efforts, becoming better acquainted with the needs of state employees who have disabilities, and influencing the work culture to be more inclusive.

3) Along the same lines as #2, DAS-HRE will continue to address the action plan to implement the Olmstead decision in state government.

4) The affirmative action planning and reporting process needs to be reviewed by DAS-HRE so that departments better understand underutilization and how to balance the State's workforce in a legal and appropriate manner. DAS-HRE staff took a more in-depth review of affirmative action reports and plans submitted this year by individual agencies. Though some were quite thoughtful and well-developed, many need additional assistance in identifying why they are underutilized and how they can address and overcome these barriers.

## FY 03 Underutilization & Progress Towards a Balanced Workforce

| | TOTAL UNDERUTILIZATION | | | PROGRESS TOWARDS BALANCED WORKFORCE | | |
|---|---|---|---|---|---|---|
| DEPARTMENT/DIVISION | FEM | MIN | PWD | FEM | MIN | PWD |
| Agriculture | 19 | 11 | 20 | 2 | 1 | 0 |
| Auditor | NU | 1 | 2 | | 0 | 0 |
| Blind | NU | NU | NU | | | |
| Civil Rights | NU | NU | NU | | | |
| College Student Aid | 2 | NU | 1 | 0 | | 0 |
| Commerce--Alcoholic Beverage | NU | NU | NU | | | |
| Commerce--Banking | 16 | NU | 2 | 2 | | 0 |
| Commerce--Credit Union | NU | NU | NU | | | |
| Commerce--Insurance | 1 | NU | 1 | -1 | | 0 |
| Commerce--Prof License | NU | NU | NU | | | |
| Commerce--Utilities | 6 | NU | 4 | 0 | | 0 |
| Corrections | 201 | 63 | 70 | 22 | 12 | 2 |
| Cultural Affairs | 4 | NU | 1 | 3 | | -1 |
| Economic Development | NU | NU | 8 | | | 1 |
| Education | 9 | 1 | NU | -1 | 2 | |
| Elder Affairs | NU | NU | NU | | | |
| Ethics & Campaign Disclosure | NU | NU | NU | | | |
| Finance Authority | NU | NU | 2 | | | 1 |
| General Services | 3 | 1 | NU | 0 | 0 | |
| Human Rights | NU | NU | NU | | | |
| Human Services | 97 | 64 | 123 | -4 | 2 | -13 |
| Information Technology Services | 2 | NU | NU | 0 | | |
| Inspections and Appeals | NU | 2 | NU | | -1 | |
| Iowa Communications Network | 3 | 1 | 1 | 0 | 0 | -1 |
| Iowa Law Enforcement Academy | 4 | NU | NU | 0 | | |
| IPERS | 1 | NU | 2 | 0 | | -1 |
| Justice | 2 | 1 | 11 | -1 | 0 | 0 |
| Management | 2 | NU | NU | 0 | | |
| Natural Resources | 59 | 34 | 19 | 1 | 1 | -2 |
| Parole | NU | NU | NU | | | |
| Personnel | NU | NU | NU | | | |
| Public Defense | 24 | 3 | 13 | 5 | 0 | 2 |
| Public Employment Relations | NU | NU | NU | | | |
| Public Health | 1 | 3 | 1 | -1 | 1 | 1 |
| Public Safety | 29 | 6 | 45 | 0 | 0 | 0 |
| Public Television | 6 | NU | 5 | 0 | | 0 |
| Revenue & Finance | 32 | 1 | 2 | 2 | 0 | -1 |
| Secretary of State | NU | NU | 1 | | | 1 |
| Transportation | 118 | 18 | 58 | -4 | -2 | -4 |
| Treasurer | NU | NU | NU | | | |
| Veterans Affairs | 1 | 2 | 14 | 0 | 1 | -2 |
| Workforce Development | 7 | NU | NU | 0 | | |
| TOTAL | 649 | 212 | 406 | 25 | 17 | -17 |

**NU** means Not Underutilized
**MIN** means Minorities
**FEM** means Females
**PWD** means Persons with Disabilities

SOURCE: Affirmative Action Goals Achievement Quarterly Report.
(See AA Plan Methodology for details).

# FY '04 Underutilization & Remedial Goals

Remedial goals based on projected hires for fiscal year 2004 have been set to correct underutilization that is statistically significant. Departments again set their goals with caution. Their hesitation was motivated by anticipated hires of recalled laid-off employees and limited turnover. The goals set for females was an improvement over last year; however the goals set for minorities and persons with disabilities represents a smaller percentage of the overall underutilization:

- FY 2004 hiring goals for females will address 16.7% of the total remedial (numeric) underutilization identified compared to 12.1% last year and 28.7% the previous year.
- FY 2004 hiring goals for racial/ethnic minorities will address 9.8% of the remedial underutilization identified compared to 14.6% last year and 18.6% the previous year.
- FY 2004 hiring goals for persons with disabilities will address 7.2% of overall underutilization compared to 7.9% last year and 17.2% the previous year.

Non-remedial underutilization has been identified separately in the table that follows. Departments are expected to set numerical goals were appropriate and implement methods other than hiring goals for all underutilization: remedial, non-remedial, and for persons with disabilities. In most cases, such measures are simply "good business" practices.

## FY '04 Underutilization & Remedial Goals

| DEPARTMENT/DIVISION | Female | | | Minority | | | Disability | |
|---|---|---|---|---|---|---|---|---|
| | NRUU | RUU | RUU Goal | NRUU | RUU | RUU Goal | UU | Goal |
| Administrative Services | 4 | | | 1 | | | 0 | |
| Agriculture | 16 | 3 | | 11 | | | 19 | 1 |
| Auditor | 2 | | | 1 | | | 3 | 1 |
| Blind | | | | | | | | |
| Civil Rights | | | | | | | | |
| College Student Aid | | 2 | 1 | | | | 1 | 1 |
| Commerce-Alcoholic Beverage | | | | | | | 1 | 1 |
| Commerce-Banking | 1 | 13 | 1 | | | | 2 | 1 |
| Commerce-Credit Union | | | | | | | | |
| Commerce-Insurance | | 1 | 1 | | | | 1 | 1 |
| Commerce-Prof License | | | | | | | | |
| Commerce-Utilities | | 5 | 1 | | | | 4 | 1 |
| Corrections | 9 | 198 | 31 | 59 | 5 | 1 | 80 | 2 |
| Cultural Affairs | | 1 | 1 | | | | 2 | 1 |
| Economic Development | | | | | | | 8 | 1 |
| Education | 3 | 12 | 1 | | | | | |
| Elder Affairs | | | | | | | | |
| Ethics & Campaign Disclosure | | | | | | | | |
| Finance Authority | 1 | | | | | | 2 | 2 |
| Human Rights | | | | | | | 2 | 0 |
| Human Services | 104 | | | 32 | 27 | 3 | 133 | 5 |
| Inspections and Appeals | 2 | | | 3 | | | 5 | 1 |
| Iowa Communications Network | 4 | | | 1 | | | 2 | 1 |
| Iowa Law Enforcement Academy | | 3 | 1 | | | | | |
| IPERS | 1 | | | 1 | | | 3 | 1 |
| Justice | 1 | 1 | 1 | 1 | | | 11 | 1 |
| Management | | 2 | 1 | | | | | |
| Natural Resources | 2 | 55 | 25 | 37 | | | 24 | 2 |
| Parole | | | | | | | | |
| Public Defense | 5 | 18 | 4 | 3 | | | 12 | 1 |
| Public Employment Relations | | | | | | | | |
| Public Health | | | | 2 | | | 2 | 1 |
| Public Safety | 8 | 19 | 1 | 6 | | | 43 | 1 |
| Public Television | 2 | 3 | 1 | | | | 4 | 1 |
| Revenue | | 27 | 5 | 1 | | | 1 | 1 |
| Secretary of State | | | | | | | 1 | 1 |
| Transportation | 9 | 116 | 4 | 15 | 9 | 1 | 62 | 1 |
| Treasurer | | | | | | | | |
| Veterans Affairs | | | | 2 | | | 16 | 4 |
| Workforce Development | 9 | | | | | | | |
| TOTAL | 174 | 479 | 80 | 174 | 41 | 5 | 428 | 31 |

**NRUU** means Non-Remedial Underutilization. While underutilization exists, it does not meet the statistical standard necessary to set numerical hiring goals.
**RUU** means Remedial Underutilization. Underutilization exists and meets the statistical standard necessary to set numerical hiring goals.

# APPENDICES

## A. AFFIRMATIVE ACTION ANALYSIS BY DEPARTMENT

### *Notes on Department Tables:*

FY 03 Workforce Changes:

The composition of each department's workforce is shown for the end of fiscal years '02 and '03. Terminations from State show a breakdown of termination from the department. This only shows terminations from the state. The " FY 03 Hires" table identifies the number of employees hired by the department by any of the following means: new hire, re-employment, promotion, interagency transfer, and temp to permanent appointment. The purpose of these data is to show the departments' workforce composition and staffing changes during FY 2003 that affected their current staffing compositions.

FY 03 Goal & Achievements

These tables summarize the progress departments made during fiscal year 2003 in meeting their affirmative action goals by EEO category. The numbers for persons with disabilities are only displayed by department overall. (See AA Plan Methodology for details.)

#### Column Labels

T Total Full-time Workforce
F Female
Mn Racial/Ethnic Minorities
D Persons with Disabilities

#### Threshold Labels

NU No underutilization
BA Balanced workforce
NA Not applicable
ST Statewide measure of underutilization.
PN Numeric (remedial) hiring goals to address underutilization are needed
NP Non-remedial methods to address underutilization through means other than using racial/ethnic, gender or disability classification as factors in selection

FY 04 Affirmative Action Goals BOFY (Beginning of Fiscal Year)

This table details each department's underutilization, both remedial and non-remedial. The goals set to correct the remedial underutilization are based on the hires projected. All remedial underutilization must have a numeric goal of at least one. Numerical goals are not set for non-remedial underutilization.

## *Administrative Services (010)*

### FY '03 Workforce Changes

*Workforce Changes* for Administrative Services were not tracked prior to FY 2004.

### FY '03 Goals & Achievements

*Goals and Achievements* for Administrative Services were not tracked prior to FY 2004.

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **EEO Code** | | **Total** | **Proj.** | **Hire** | | | **Total** | **Proj.** | **Hire** | | **Total** | **Proj.** | **Hire** |
| | **Label** | **UU** | **Hires** | **Goal** | | **Label** | **UU** | **Hires** | **Goal** | | **UU** | **Hire** | **Goals** |
| **Official /Admin (01)** | NP | 1 | | | | BA | | | | | | | |
| **Professional (02)** | NP | 2 | | | | BA | | | | | | | |
| **Technical (03)** | BA | | | | | BA | | | | | | | |
| **Protective Service (04)** | NA | | | | | NA | | | | | | | |
| **Paraprofessional (05)** | BA | | | | | BA | | | | | | | |
| **Admin. Support (06)** | BA | | | | | BA | | | | | | | |
| **Skilled Craft (07)** | BA | | | | | NP | 1 | | | | | | |
| **Service/Maint. (08)** | NP | 1 | | | | BA | | | | | | | |
| **TOTALS** | | 4 | 0 | 0 | | | 1 | 0 | 0 | | 0 | 0 | 0 |

***Hiring Goals set only for categories showing ST or PN.
See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Agriculture & Land Stewardship (010)*

### *FY '03 Workforce Changes*

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 28 | 6 | | | | | | | | | 4 | 1 | | | | 30 | 6 | | |
| Professional (02) | 86 | 24 | 0 | | | 5 | 1 | | | | 9 | 3 | | | | 86 | 26 | 2 | |
| Technical (03) | 134 | 26 | 0 | | | 5 | 1 | | | | 7 | 1 | | | | 136 | 26 | 1 | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 11 | 10 | | | | | | | | | | | | | | 11 | 11 | | |
| Admin. Support (06) | 121 | 119 | 0 | | | 4 | 4 | | | | 6 | 6 | | | | 121 | 119 | 2 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | 1 | | | | | | | | | | | | | | | 1 | | | |
| TOTALS | 381 | 185 | 0 | 6 | | 14 | 6 | 0 | 0 | | 26 | 11 | 0 | 1 | | 385 | 188 | 5 | 7 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | ST | NP | | 7 | | | 1 | | | 0 | | |
| Professional (02) | PN | NP | | 4 | 6 | | 1 | | | 1 | 0 | |
| Technical (03) | PN | ST | | 8 | 4 | | 1 | 1 | | 0 | 0 | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | BA | NP | | | | | | | | | | |
| Admin. Support (06) | BA | NP | | | 1 | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | BA | BA | | | | | | | | | | |
| TOTALS | | | | 19 | 11 | 20 | 3 | 1 | 1 | | | 1 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | ST | 8 | | | | BA | | | | | | | |
| Professional (02) | PN | 3 | | 1 | | NP | 6 | | | | | | |
| Technical (03) | PN | 8 | | 0 | | ST | 4 | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | NP | 1 | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | BA | | | | | BA | | | | | | | |
| TOTALS | | 19 | 0 | 1 | | | 11 | 0 | 0 | | 19 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Auditor*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO-Code | EOFY 02 | | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 8 | 4 | | | | | | | | 3 | 1 | | | 10 | 4 | | |
| Professional (02) | 86 | 47 | | | | 6 | 5 | 1 | | 13 | 7 | 1 | | 87 | 44 | | |
| Technical (03) | 1 | 1 | | | | | | | | | | | | 1 | 1 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | | | | | |
| Admin. Support (06) | 6 | 6 | | | | | | | | 2 | 2 | | | 5 | 5 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | |
| TOTALS | 101 | 58 | 0 | 5 | | 6 | 5 | 1 | 0 | 18 | 10 | 1 | 0 | 103 | 54 | 0 | 5 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Proj Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | BA | NP | | | | 1 | | | | | | | | | |
| Technical (03) | NA | NA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | NA | NA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 0 | 1 | 2 | | 0 | 0 | 1 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | |
| Professional (02) | NP | 2 | | | | NP | 1 | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | |
| Paraprofessional (05) | NA | | | | | NA | | | | | | |
| Admin. Support (06) | NU | | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | |
| TOTALS | | 2 | 0 | 0 | | | 1 | 0 | 0 | 3 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

***Blind***

## FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| **Official /Admin (01)** | 5 | 2 | | | | | | | | | 1 | | 1 | | | 6 | 2 | 1 | |
| **Professional (02)** | 47 | 31 | 3 | | | 3 | 2 | | | | 4 | 3 | | | | 47 | 31 | 3 | |
| **Technical (03)** | 3 | 3 | | | | | | | | | 2 | 1 | | | | 5 | 4 | | |
| **Protective Service (04)** | | | | | | | | | | | | | | | | | | | |
| **Paraprofessional (05)** | 13 | 7 | 1 | | | | | | | | | | | | | 12 | 6 | 5 | |
| **Admin. Support (06)** | 17 | 15 | | | | | | | | | 3 | 3 | | | | 19 | 17 | | |
| **Skilled Craft (07)** | 9 | | | | | 1 | | | | | 3 | | | | | 10 | | | |
| **Service/Maint. (08)** | 1 | | | | | | | | | | | | | | | 1 | | | |
| **TOTALS** | 95 | 58 | 4 | 31 | | 4 | 2 | 0 | 1 | | 13 | 7 | 1 | 6 | | 100 | 60 | 9 | 28 |

## FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **EEO Code** | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| **Official /Admin (01)** | BA | BA | | | | | | | | | | | | | |
| **Professional (02)** | BA | BA | | | | | | | | | | | | | |
| **Technical (03)** | BA | BA | | | | | | | | | | | | | |
| **Protective Service (04)** | NA | NA | | | | | | | | | | | | | |
| **Paraprofessional (05)** | BA | BA | | | | | | | | | | | | | |
| **Admin. Support (06)** | BA | BA | | | | | | | | | | | | | |
| **Skilled Craft (07)** | BA | BA | | | | | | | | | | | | | |
| **Service/Maint. (08)** | NA | NA | | | | | | | | | | | | | |
| **TOTALS** | | | | | 0 | 0 | 0 | | 0 | 0 | 0 | | | | 0 |

## FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **EEO Code** | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| **Official /Admin (01)** | BA | | | | | BA | | | | | | | |
| **Professional (02)** | BA | | | | | BA | | | | | | | |
| **Technical (03)** | BA | | | | | BA | | | | | | | |
| **Protective Service (04)** | NA | | | | | NA | | | | | | | |
| **Paraprofessional (05)** | BA | | | | | BA | | | | | | | |
| **Admin. Support (06)** | BA | | | | | BA | | | | | | | |
| **Skilled Craft (07)** | BA | | | | | BA | | | | | | | |
| **Service/Maint. (08)** | NA | | | | | NA | | | | | | | |
| **TOTALS** | | 0 | 0 | 0 | | | 0 | 0 | 0 | | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Civil Rights*

### FY '03 Workforce Changes

| 050 Civil Rights 167 | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 6 | 4 | 3 | | 1 | 1 | 1 | | | | | | 5 | 3 | 2 | |
| Professional (02) | 24 | 12 | 11 | | 5 | 1 | 3 | | | | | | 18 | 9 | 7 | |
| Technical (03) | | 1 | | | | | | | | | | | | | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 1 | 1 | 1 | | 1 | 1 | 1 | | | | | | 1 | 1 | 1 | |
| Admin. Support (06) | 4 | 4 | 1 | | | | | | | | | | 4 | 4 | 1 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 35 | 22 | 16 | 3 | 7 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 28 | 17 | 11 | 2 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | |
| Technical (03) | NA | NA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 |

### FY '03 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | BA | | | | | | |
| Professional (02) | BA | | | | BA | | | | | | |
| Technical (03) | NA | | | | NA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | BA | | | | BA | | | | | | |
| Admin. Support (06) | BA | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | NA | | | | | | |
| TOTALS | | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *College Student Aid*

### FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 7 | 5 | | | | | | | | | | | 7 | 5 | | |
| Professional (02) | 8 | 4 | 1 | | | | | | | | | | 8 | 4 | 1 | |
| Technical (03) | 2 | 2 | | | | | | | | | | | 2 | 2 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 14 | 8 | 1 | | | | | | | | | | 13 | 7 | | |
| Admin. Support (06) | 5 | 4 | | | 1 | 1 | | | 4 | 4 | 1 | | 7 | 6 | 1 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 36 | 23 | 2 | 1 | 1 | 1 | 0 | 0 | 4 | 4 | 1 | 0 | 37 | 24 | 2 | 1 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | |
| Technical (03) | BA | BA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | ST | BA | | 2 | | | 1 | | | 0 | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 2 | 0 | 1 | 1 | 0 | 1 | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | BA | | | | | | |
| Professional (02) | BA | | | | BA | | | | | | |
| Technical (03) | BA | | | | BA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | ST | 2 | 1 | 1 | BA | | | | | | |
| Admin. Support (06) | BA | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | NA | | | | | | |
| TOTALS | | 2 | 1 | 1 | | 0 | 0 | 0 | 1 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Commerce/Alcoholic Beverages*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | | | | | | | | | | | | | | | | 5 | 1 | | |
| Professional (02) | | | | | | | | | | | 5 | | | | | 10 | 2 | | |
| Technical (03) | | | | | | | | | | | | | | | | 2 | 2 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | 1 | | | | | 5 | 4 | | |
| Admin. Support (06) | | | | | | | | | | | | | | | | 10 | 10 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | 1 | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 0 | 0 | 0 | | | 0 | 0 | 0 | | | 6 | 0 | 0 | 0 | | 33 | 19 | 0 | 1 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | | | | |
| Technical (03) | BA | NP | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | BA | BA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 0 | 0 | 0 | | 0 | 0 | 0 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | BA | | | | | BA | | | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | BA | | | | | BA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 0 | 0 | 0 | | | 0 | 0 | 0 | | 1 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Commerce/Banking*

### FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | | | | | 4 | | | | | | | | 7 | 2 | 1 | |
| Professional (02) | | | | | | | | | 5 | 1 | | | 52 | 15 | | |
| Technical (03) | | | | | | | | | | | | | 1 | 1 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | 1 | 1 | | |
| Admin. Support (06) | | | | | 1 | 1 | | | 1 | 1 | | | 2 | 2 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 0 | 0 | 0 | | 5 | 1 | 0 | 0 | 6 | 2 | 0 | 1 | 63 | 21 | 1 | 2 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | |
| Professional (02) | PN | BA | | 16 | | | | | | 2 | | |
| Technical (03) | BA | BA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 16 | 0 | 2 | 0 | 0 | 0 | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | NP | | | | BA | | | | | | |
| Professional (02) | PN | 13 | 1 | 1 | BA | | | | | | |
| Technical (03) | BA | | | | BA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | BA | | | | BA | | | | | | |
| Admin. Support (06) | NA | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | NA | | | | | | |
| TOTALS | | 13 | 1 | 1 | | 0 | 0 | 0 | 2 | 1 | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Commerce/Credit Union*

### FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | | | | | | | | | | | | | 3 | 2 | | |
| Professional (02) | | | | | 1 | 1 | | | | | | | 10 | 3 | | |
| Technical (03) | | | | | | | | | | | | | | | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | | | | |
| Admin. Support (06) | | | | | | | | | | | | | 1 | 1 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 0 | 0 | 0 | | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 6 | 0 | 0 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | NA | NA | | | | | | | | | | |
| Professional (02) | NA | NA | | | | | | | | | | |
| Technical (03) | NA | NA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | NA | NA | | | | | | | | | | |
| Admin. Support (06) | NA | NA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | NA | | | | NA | | | | | | |
| Professional (02) | NA | | | | NA | | | | | | |
| Technical (03) | NA | | | | NA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | NA | | | | NA | | | | | | |
| Admin. Support (06) | NA | | | | NA | | | | | | |
| Skilled Craft (07) | NA | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | NA | | | | | | |
| TOTALS | | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Commerce/Insurance*

### FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | | | | | 1 | | | | 2 | 1 | | | 18 | 10 | | |
| Professional (02) | | | | | 3 | 1 | | | 9 | 5 | | | 43 | 20 | 2 | |
| Technical (03) | | | | | | | | | | | | | 1 | 1 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | 8 | 8 | | |
| Admin. Support (06) | | | | | | | | | | | | | 10 | 9 | 2 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 0 | 0 | 0 | | 4 | 1 | 0 | 0 | 11 | 6 | 0 | 0 | 80 | 48 | 4 | 4 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | |
| Professional (02) | PN | BA | | 1 | | | 1 | | | -1 | | |
| Technical (03) | BA | BA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 1 | 0 | 1 | 1 | 0 | 0 | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | NA | | | | BA | | | | | | |
| Professional (02) | PN | 1 | | 1 | BA | | | | | | |
| Technical (03) | BA | | | | BA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | BA | | | | BA | | | | | | |
| Admin. Support (06) | BA | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | BA | | | | | | |
| Service/Maint. (08) | BA | | | | NA | | | | | | |
| TOTALS | | 1 | 0 | 1 | | 0 | 0 | 0 | 1 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Commerce/Professional Licensing*

### FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | | | | | | | | | | | | | 6 | 4 | | |
| Professional (02) | | | | | | | | | 1 | | | | | | | |
| Technical (03) | | | | | | | | | 1 | | | | 1 | 1 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | 1 | 1 | | |
| Admin. Support (06) | | | | | | | | | | | | | 1 | 1 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 9 | 7 | 0 | 0 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | NA | NA | | | | | | | | | | |
| Professional (02) | NA | NA | | | | | | | | | | |
| Technical (03) | NA | NA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | NA | NA | | | | | | | | | | |
| Admin. Support (06) | NA | NA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | NA | | | | | NA | | | | | | | |
| Professional (02) | NA | | | | | NA | | | | | | | |
| Technical (03) | NA | | | | | NA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | NA | | | | | NA | | | | | | | |
| Admin. Support (06) | NA | | | | | NA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 0 | 0 | 0 | | | 0 | 0 | 0 | | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Commerce/Utilities*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | | | | | | | | | | | | | | | | 13 | 5 | | |
| Professional (02) | | | | | | 3 | | | | | | | | | | 34 | 11 | | |
| Technical (03) | | | | | | 1 | | | | | | | | | | 5 | 1 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | | | | 4 | 4 | | |
| Admin. Support (06) | | | | | | | | | | | | | | | | 8 | 8 | 1 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 0 | 0 | 0 | | | 4 | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | | 64 | 29 | 1 | 0 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | PN | BA | | | 6 | | | | 1 | | | | 0 | | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | BA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 6 | 0 | 4 | | 1 | 0 | 1 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | PN | 5 | 3 | 1 | | BA | | | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 5 | 3 | 1 | | | 0 | 0 | 0 | | 4 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Corrections*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 78 | 28 | 5 | | | 6 | 1 | 2 | | | 14 | 4 | 2 | | | 81 | 28 | 4 | |
| Professional (02) | 469 | 230 | 29 | | | 20 | 13 | 1 | | | 60 | 35 | | | | 485 | 243 | 27 | |
| Technical (03) | 33 | 21 | 1 | | | 3 | 3 | | | | 3 | 2 | | | | 32 | 19 | 1 | |
| Protective Service (04) | 1718 | 304 | 86 | | | 129 | 32 | 6 | | | 304 | 73 | 19 | | | 1814 | 325 | 95 | |
| Paraprofessional (05) | 36 | 36 | 1 | | | 4 | 4 | | | | 1 | 1 | | | | 33 | 33 | 1 | |
| Admin. Support (06) | 179 | 160 | 6 | | | 7 | 7 | | | | 18 | 17 | | | | 179 | 161 | 9 | |
| Skilled Craft (07) | 195 | 7 | 4 | | | 13 | 1 | | | | 21 | 2 | 0 | | | 197 | 7 | 4 | |
| Service/Maint. (08) | 155 | 71 | 6 | | | 17 | 11 | 1 | | | 25 | 13 | 1 | | | 156 | 68 | 5 | |
| TOTALS | 2863 | 857 | 138 | 84 | | 199 | 72 | 10 | 6 | | 446 | 147 | 22 | 1 | | 2977 | 884 | 146 | 85 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | PN | BA | | | 7 | | | | 2 | | | | -1 | | |
| Professional (02) | PN | NP | | | 93 | 2 | | | 6 | | | | 5 | | |
| Technical (03) | BA | NP | | | | 1 | | | | | | | | | |
| Protective Service (04) | PN | BA | | | 79 | 54 | | | 16 | | | | 18 | 9 | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | 3 | | | | | | | | 3 | |
| Skilled Craft (07) | NP | ST | | | 8 | 3 | | | | 1 | | | | | |
| Service/Maint. (08) | ST | BA | | | 14 | | | | 3 | | | | | | |
| TOTALS | | | | | 201 | 63 | 70 | | 27 | 1 | 5 | | | | 2 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | PN | 8 | 10 | 1 | | BA | | | | | | | |
| Professional (02) | PN | 90 | 60 | 4 | | NP | 2 | | | | | | |
| Technical (03) | NP | 1 | | | | NP | 1 | | | | | | |
| Protective Service (04) | PN | 82 | 300 | 25 | | NP | 52 | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | NP | 2 | | | | | | |
| Skilled Craft (07) | NP | 8 | | | | PN | 4 | 5 | 1 | | | | |
| Service/Maint. (08) | ST | 18 | 20 | 1 | | NP | 2 | | | | | | |
| TOTALS | | 207 | 390 | 31 | | | 63 | 5 | 1 | | 80 | 390 | 2 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Cultural Affairs*

### FY '03 Workforce Changes

| | Workforce | | | | | Workforce | | | | | Workforce | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 01 | | | | | Net Loss | | | | | All FY 02 Hires | | | | | EOFY 02 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 9 | 2 | | | | 1 | | | | | | | | | | 8 | 2 | | |
| Professional (02) | 42 | 24 | 2 | | | 6 | 4 | | | | 1 | | | | | 37 | 20 | 2 | |
| Technical (03) | 7 | 3 | | | | 1 | 0 | | | | | | | | | 6 | 3 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 6 | 5 | | | | 0 | 0 | | | | | | | | | 6 | 5 | | |
| Admin. Support (06) | 13 | 10 | 1 | | | 4 | 4 | | | | | | | | | 9 | 6 | 1 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | 6 | | | | | 2 | 0 | | | | | 1 | | | | 4 | 1 | | |
| TOTALS | 83 | 44 | 3 | 4 | | 14 | 8 | 0 | 1 | | 1 | 1 | 0 | 0 | | 70 | 37 | 3 | 3 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 02 | | | FY 02 | | | EOFY 02 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | ST | BA | | 1 | NU | | 1 | NG | | 0 | NU | |
| Professional (02) | NP | BA | | NU | NU | | NG | NG | | NU | NU | |
| Technical (03) | BA | BA | | NU | NU | | NG | NG | | NU | NU | |
| Protective Service (04) | NA | NA | | NA | NA | | NG | NG | | NA | NA | |
| Paraprofessional (05) | BA | BA | | NU | NU | | NG | NG | | NU | NU | |
| Admin. Support (06) | NP | BA | | 1 | NU | | NG | NG | | -2 | NU | |
| Skilled Craft (07) | NA | NA | | NA | NA | | NG | NG | | NA | NA | |
| Service/Maint. (08) | BA | BA | | NU | NU | | NG | NG | | NU | NU | |
| TOTALS | | | | 2 | NU | 1 | 1 | NG | 1 | | | -1 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | ST | 1 | | 1 | | BA | | | | | | | |
| Professional (02) | BA | | | | | BA | | | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | BA | | | | | BA | | | | | | | |
| TOTALS | | 1 | 0 | 1 | | | 0 | 0 | 0 | | 2 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Economic Development*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 22 | 13 | | | | 3 | 3 | | | | 7 | 2 | | | | 23 | 12 | | |
| Professional (02) | 71 | 37 | 2 | | | 8 | 1 | | | | 11 | 7 | 1 | | | 75 | 43 | 3 | |
| Technical (03) | 6 | 6 | | | | | | | | | | | | | | 6 | 6 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | 2 | |
| Paraprofessional (05) | 5 | 3 | 2 | | | 1 | 1 | | | | 2 | 2 | | | | 6 | 4 | 2 | |
| Admin. Support (06) | 16 | 15 | 2 | | | | | | | | 2 | 2 | | | | 14 | 13 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | 6 | 6 | 1 | | | 1 | 1 | | | | 1 | 1 | | | | 6 | 6 | 1 | |
| TOTALS | 126 | 80 | 7 | 0 | | 13 | 6 | 0 | 0 | | 23 | 14 | 1 | 0 | | 130 | 84 | 8 | 0 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | | | | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 0 | 0 | 7 | | 0 | 0 | 0 | | | | 0 |

### FY '03 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | BA | | | | | BA | | | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 0 | 0 | 0 | | | 0 | 0 | 0 | | 8 | 17 | 2 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3

## *Education*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 31 | 17 | | | | 1 | | | | | 5 | 1 | | | | 31 | 17 | | |
| Professional (02) | 326 | 195 | 23 | | | 24 | 16 | 2 | | | 40 | 25 | 3 | | | 333 | 200 | 23 | |
| Technical (03) | 92 | 65 | 4 | | | 4 | 2 | | | | | | | | | 85 | 60 | 4 | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 13 | 12 | | | | 1 | 1 | | | | 2 | 2 | | | | 13 | 12 | | |
| Admin. Support (06) | 141 | 133 | 12 | | | 14 | 13 | 3 | | | 14 | 12 | 3 | | | 129 | 121 | 10 | |
| Skilled Craft (07) | 5 | 1 | | | | | | | | | | | | | | 5 | 1 | | |
| Service/Maint. (08) | 4 | | 2 | | | | | | | | | | | | | 3 | | 1 | |
| TOTALS | 612 | 423 | 41 | 56 | | 44 | 32 | 5 | 9 | | 61 | 40 | 6 | 2 | | 599 | 411 | 38 | 48 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | NP | | | | | | | | | | | | | |
| Professional (02) | PN | BA | | | 7 | 1 | | | 1 | | | | 4 | 2 | |
| Technical (03) | NP | BA | | | 2 | | | | | | | | -5 | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | BA | BA | | | | | | | | | | | | | |
| Service/Maint. (08) | ST | BA | | | | | | | | | | | | | |
| TOTALS | | | | | 9 | 1 | 0 | | 1 | 0 | 0 | | | | 0 |

### FY '03 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | PN | 12 | 4 | 1 | | BA | | | | | | | |
| Technical (03) | NP | | | | | BA | | | | | | | |
| Protective Service (04) | BA | | | | | NA | | | | | | | |
| Paraprofessional (05) | NA | | | | | BA | | | | | | | |
| Admin. Support (06) | NP | | | | | BA | | | | | | | |
| Skilled Craft (07) | BA | | | | | BA | | | | | | | |
| Service/Maint. (08) | BA | | | | | BA | | | | | | | |
| TOTALS | | 12 | 4 | 1 | | | 0 | 0 | 0 | | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Elder Affairs*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 10 | 6 | | | | 1 | 1 | | | | | | | 9 | 5 | | |
| Professional (02) | 11 | 7 | 1 | | | 1 | | | | | | | | 11 | 7 | 1 | |
| Technical (03) | 2 | 1 | | | | | | | | 1 | 1 | | | 3 | 2 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 2 | 2 | | | | | | | | | | | | 2 | 2 | | |
| Admin. Support (06) | 4 | 4 | | | | | | | | 2 | 2 | | | 4 | 4 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | |
| TOTALS | 29 | 20 | 1 | 2 | | 2 | 1 | 0 | 0 | 3 | 3 | 0 | 0 | 29 | 20 | 1 | 1 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | | | | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 0 | 0 | 0 | | 0 | 0 | 0 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | NA | | | | | NA | | | | | | |
| Professional (02) | NA | | | | | NA | | | | | | |
| Technical (03) | NA | | | | | NA | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | |
| Paraprofessional (05) | NA | | | | | NA | | | | | | |
| Admin. Support (06) | NA | | | | | NA | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | |
| TOTALS | | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Ethics & Campaign Disclosure*

## FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 1 | | | | | | | | | | | | 1 | | | |
| Professional (02) | 2 | | | | | | | | | | | | 3 | 3 | | |
| Technical (03) | | | | | | | | | | | | | | | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | | | | |
| Admin. Support (06) | 2 | 2 | | | | | | | | | | | 2 | 2 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 5 | 2 | 0 | 0 | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | 6 | 5 | 0 | 0 |

## FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | NA | NA | | | | | | | | | | |
| Professional (02) | NA | NA | | | | | | | | | | |
| Technical (03) | NA | NA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | NA | NA | | | | | | | | | | |
| Admin. Support (06) | NA | NA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 |

## FY '04 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | NA | | | | NA | | | | | | |
| Professional (02) | NA | | | | NA | | | | | | |
| Technical (03) | NA | | | | NA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | NA | | | | NA | | | | | | |
| Admin. Support (06) | NA | | | | NA | | | | | | |
| Skilled Craft (07) | NA | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | NA | | | | | | |
| TOTALS | | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Finance Authority*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 20 | 9 | 2 | | | 2 | 1 | | | 4 | 2 | 1 | | 20 | 8 | 2 | |
| Professional (02) | 29 | 17 | 1 | | | 3 | 3 | 1 | | 11 | 4 | | | 32 | 16 | 1 | |
| Technical (03) | 1 | 1 | | | | | | | | | | | | 1 | 1 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 16 | 15 | | | | 1 | 1 | | | 2 | 2 | | | 16 | 15 | | |
| Admin. Support (06) | 9 | 9 | | | | 1 | 1 | | | 5 | 4 | | | 8 | 7 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | |
| TOTALS | 75 | 51 | 3 | 2 | | 7 | 6 | 1 | 0 | 22 | 12 | 1 | 1 | 77 | 47 | 3 | 3 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | | | | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 0 | 0 | 3 | | 0 | 0 | 1 | | | | 1 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | NP | 1 | | | | BA | | | | | | |
| Professional (02) | BA | | | | | BA | | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | |
| TOTALS | | 1 | 0 | 0 | | | 0 | 0 | 0 | 2 | 18 | 2 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *General Services*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | New Hire | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 14 | 6 | 1 | | | 4 | 1 | 1 | | | | | | | | 11 | 6 | | |
| Professional (02) | 36 | 12 | 4 | | | 2 | | | | | | | | | | 29 | 10 | 2 | |
| Technical (03) | 5 | 4 | | | | | | | | | | | | | | 4 | 3 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 7 | 5 | | | | | | | | | | | | | | 6 | 4 | | |
| Admin. Support (06) | 21 | 13 | 3 | | | 1 | 1 | | | | | | | | | 20 | 12 | 2 | |
| Skilled Craft (07) | 26 | | 3 | | | 2 | | | | | 1 | | | | | 26 | | 3 | |
| Service/Maint. (08) | 65 | 20 | 14 | | | 3 | 1 | | | | 5 | 3 | | | | 66 | 22 | 16 | |
| TOTALS | 174 | 60 | 25 | 11 | | 12 | 3 | 1 | 1 | | 6 | 3 | 0 | 0 | | 162 | 57 | 23 | 9 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | PN | BA | | | 2 | | | | 1 | | | | 1 | | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | BA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | BA | NP | | | | 1 | | | | | | | | | |
| Service/Maint. (08) | PN | BA | | | 1 | | | | 1 | | | | 1 | | |
| TOTALS | | | | | 3 | 1 | 0 | | 2 | 0 | 0 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

As of FY 2004, General Services became an enterprise within the Department of Administrative Services. Its affirmative action goals were incorporated into the department-wide plan.

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Human Rights*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 9 | 5 | 2 | | | 1 | 1 | 1 | | 1 | 1 | 1 | | 9 | 5 | 2 | |
| Professional (02) | 31 | 15 | 2 | | | 1 | | | | 2 | 2 | | | 33 | 18 | 2 | |
| Technical (03) | 3 | 3 | | | | | | | | | | | | 2 | 2 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 4 | 4 | | | | | | | | | | | | 3 | 3 | | |
| Admin. Support (06) | 4 | 4 | | | | | | | | | | | | 4 | 4 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | |
| TOTALS | 51 | 31 | 4 | 3 | | 2 | 1 | 1 | 1 | 3 | 3 | 1 | 0 | 51 | 32 | 4 | 2 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | | | | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 0 | 0 | 0 | | 0 | 0 | 0 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | |
| Professional (02) | BA | | | | | BA | | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | |
| TOTALS | | 0 | 0 | 0 | | | 0 | 0 | 0 | 2* | | 0 |

* DHR notes that several of its persons with disabilities choose not to self-disclose, resulting in the UU.

*****Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3

## *Human Services*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 131 | 67 | 5 | | | 9 | 7 | | | | 13 | 5 | 1 | | | 130 | 62 | 6 | |
| Professional (02) | 1732 | 1268 | 88 | | | 111 | 76 | 4 | | | 129 | 104 | 10 | | | 1709 | 1264 | 94 | |
| Technical (03) | 850 | 730 | 33 | | | 48 | 45 | 1 | | | 61 | 57 | 4 | | | 853 | 734 | 35 | |
| Protective Service (04) | 205 | 62 | 9 | | | 22 | 8 | 3 | | | 10 | 4 | | | | 202 | 56 | 9 | |
| Paraprofessional (05) | 1248 | 849 | 38 | | | 108 | 69 | 5 | | | 121 | 78 | 1 | | | 1232 | 836 | 34 | |
| Admin. Support (06) | 647 | 614 | 40 | | | 49 | 48 | 2 | | | 45 | 42 | 3 | | | 602 | 573 | 37 | |
| Skilled Craft (07) | 120 | 6 | 0 | | | 8 | | | | | 6 | | 1 | | | 117 | 6 | 1 | |
| Service/Maint. (08) | 203 | 128 | 14 | | | 11 | 6 | | | | 15 | 7 | | | | 193 | 123 | 14 | |
| TOTALS | 5136 | 3724 | 227 | 215 | | 366 | 259 | 15 | 18 | | 400 | 297 | 20 | 6 | | 5038 | 3654 | 230 | 201 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | NP | BA | | | 1 | | | | | | | | 1 | | |
| Professional (02) | NP | NP | | | 39 | 12 | | | | | | | 4 | 6 | |
| Technical (03) | BA | NP | | | | 1 | | | | | | | | 0 | |
| Protective Service (04) | NP | NP | | | 7 | 9 | | | | | | | -1 | -2 | |
| Paraprofessional (05) | NP | PN | | | 45 | 25 | | | | 3 | | | -9 | -4 | |
| Admin. Support (06) | BA | NP | | | | 1 | | | | | | | | 1 | |
| Skilled Craft (07) | NP | NP | | | 2 | 3 | | | | | | | 0 | 1 | |
| Service/Maint. (08) | NP | NP | | | 3 | 3 | | | | | | | 1 | 0 | |
| TOTALS | | | | | 97 | 54 | 123 | | 0 | 3 | 0 | | | | -13 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | NP | 4 | | | | BA | | | | | | | |
| Professional (02) | NP | 34 | | | | NP | 16 | | | | | | |
| Technical (03) | BA | | | | | NP | 1 | | | | | | |
| Protective Service (04) | NP | 17 | | | | NP | 10 | | | | | | |
| Paraprofessional (05) | NP | 45 | | | | PN | 27 | 177 | 3 | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NP | 2 | | | | NP | 2 | | | | | | |
| Service/Maint. (08) | NP | 2 | | | | NP | 3 | | | | | | |
| TOTALS | | 104 | 0 | 0 | | | 59 | 177 | 3 | | 133 | 255 | 5 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Iowa Communications Network*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 24 | 8 | 1 | | | | | | | 4 | 1 | | | 25 | 8 | 3 | |
| Professional (02) | 52 | 17 | 1 | | | | | | | 5 | 2 | | | 49 | 14 | 1 | |
| Technical (03) | 4 | 6 | 1 | | | | | | | 4 | 2 | | | 10 | 6 | 1 | |
| Protective Service (04) | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 5 | 5 | | | | | | | | | | | | 5 | 5 | | |
| Admin. Support (06) | 6 | 6 | 1 | | | | | | | | | | | 6 | 6 | 1 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | |
| TOTALS | 91 | 42 | 4 | 5 | | 0 | 0 | 0 | | 13 | 5 | 0 | 0 | 95 | 39 | 6 | 4 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | NP | BA | | | 3 | | | | | | | | 0 | | |
| Professional (02) | BA | NP | | | | 1 | | | | | | | | | |
| Technical (03) | BA | BA | | | | | | | | | | | | 0 | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 3 | 1 | 1 | | 0 | 0 | 1 | | | | -1 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | NP | 3 | | | | BA | | | | | | |
| Professional (02) | NP | 1 | | | | NP | 1 | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | |
| TOTALS | | 4 | 0 | 0 | | | 1 | 0 | 0 | 2 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3

## *Information Technology*

### FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 24 | 9 | | | 5 | | | | 1 | | | | 21 | 9 | 1 | |
| Professional (02) | 78 | 31 | 4 | | 5 | 3 | | | 9 | 1 | | | 85 | 31 | 4 | |
| Technical (03) | 2 | 2 | | | | | | | | | | | 2 | 2 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | | | | |
| Admin. Support (06) | 9 | 5 | 1 | | 2 | | | | | | | | 8 | 5 | 2 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 113 | 47 | 5 | 8 | 12 | 3 | 0 | 1 | 10 | 1 | 0 | 0 | 116 | 47 | 7 | 7 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | NP | BA | | 2 | | | 0 | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | |
| Technical (03) | BA | BA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | NA | NA | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 2 | 0 | 0 | 0 | 0 | 0 | | | 0 |

### FY '04 Affirmative Action Goals BOFY

As of FY 2004, Information Technology became an enterprise within the Department of Administrative Services. Its affirmative action goals were incorporated into the department-wide plan.

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Inspections & Appeals*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 31 | 16 | 2 | | | 2 | 1 | | | | 3 | 1 | | | | 29 | 14 | 2 | |
| Professional (02) | 330 | 175 | 14 | | | 41 | 26 | 2 | | | 50 | 37 | 3 | | | 334 | 182 | 15 | |
| Technical (03) | 6 | 3 | 1 | | | 2 | 1 | | | | | | | | | 4 | 2 | 1 | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | 13 | | | | 2 | 2 | | | | 5 | 5 | | | | 13 | 13 | | |
| Admin. Support (06) | 13 | 76 | 7 | | | 8 | 8 | 2 | | | 19 | 19 | 4 | | | 79 | 79 | 9 | |
| Skilled Craft (07) | 76 | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 456 | 283 | 24 | 32 | | 55 | 38 | 4 | 6 | | 77 | 62 | 7 | 1 | | 459 | 290 | 27 | 26 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | BA | NP | | | | 2 | | | | | | | | -1 | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | BA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 0 | 2 | 0 | | 0 | 0 | 0 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | NP | 2 | | | | NP | 3 | | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 2 | 0 | 0 | | | 3 | 0 | 0 | | 5 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Iowa Public Employees Retirement System (IPERS)*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | | | | | | | | | | | 1 | 1 | | | | 12 | 6 | | |
| Professional (02) | | | | | | 1 | 1 | | | | 2 | 1 | | | | 52 | 27 | 2 | |
| Technical (03) | | | | | | | | | | | 1 | | | | | 12 | 10 | 2 | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | | | | 4 | 4 | | |
| Admin. Support (06) | | | | | | | | | | | | | | | | 6 | 4 | 1 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 0 | 0 | 0 | | | 1 | 1 | 0 | 1 | | 4 | 2 | 0 | 0 | | 86 | 51 | 5 | 2 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | NP | BA | | | 1 | | | | | | | | 0 | | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 1 | 0 | 2 | | 0 | 0 | 1 | | | | -1 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | NP | 1 | | | | BA | | | | | | | |
| Technical (03) | BA | | | | | NP | 1 | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 1 | 0 | 0 | | | 1 | 0 | 0 | | 3 | 3 | 1 |

*****Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Justice*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 17 | 7 | | | | 2 | 1 | | | | 3 | 1 | | | | 22 | 2 | | |
| Professional (02) | 152 | 79 | 2 | | | 7 | 5 | | | | 3 | 2 | | | | 163 | 80 | 4 | |
| Technical (03) | | | | | | | | | | | | | | | | | | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 9 | 8 | | | | | | | | | | | | | | 9 | 8 | | |
| Admin. Support (06) | 31 | 31 | 1 | | | 1 | 1 | | | | 2 | 2 | | | | 32 | 32 | 1 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 209 | 125 | 3 | 3 | | 10 | 7 | 0 | 0 | | 8 | 5 | 0 | 0 | | 226 | 122 | 5 | 4 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | NP | BA | | | 1 | | | | | | | | -1 | | |
| Professional (02) | PN | NP | | | 1 | 1 | | | 1 | | | | 0 | 0 | |
| Technical (03) | NA | NA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 2 | 1 | 11 | | 1 | 0 | 1 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | NP | 1 | | | | BA | | | | | | | |
| Professional (02) | PN | 1 | | 1 | | NP | 1 | | | | | | |
| Technical (03) | NA | | | | | NA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 2 | 0 | 1 | | | 1 | 0 | 0 | | 11 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Law Enforcement Academy*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 2 | 1 | | | | 2 | | | | | | | | | | 2 | 1 | | |
| Professional (02) | 17 | 4 | | | | | | | | | | | | | | 15 | 4 | | |
| Technical (03) | | | | | | | | | | | | | | | | | | | |
| Protective Service (04) | 1 | | | | | | | | | | | | | | | 1 | | | |
| Paraprofessional (05) | | | | | | | | | | | | | | | | | | | |
| Admin. Support (06) | 8 | 8 | | | | 1 | 1 | | | | | | | | | 7 | 7 | | |
| Skilled Craft (07) | 2 | | | | | | | | | | | | | | | 2 | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 30 | 13 | 0 | 2 | | 3 | 1 | 0 | 1 | | 0 | 0 | 0 | 0 | | 27 | 12 | 0 | 1 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | ST | BA | | | 2 | | | | | | | | 0 | | |
| Technical (03) | NA | NA | | | | | | | | | | | | | |
| Protective Service (04) | BA | BA | | | | | | | | | | | | | |
| Paraprofessional (05) | NA | NA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | BA | BA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 2 | 0 | 0 | | 0 | 0 | 0 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | ST | 3 | | 1 | | BA | | | | | | | |
| Technical (03) | NA | | | | | NA | | | | | | | |
| Protective Service (04) | BA | | | | | BA | | | | | | | |
| Paraprofessional (05) | NA | | | | | NA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | BA | | | | | BA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 3 | 0 | 1 | | | 0 | 0 | 0 | | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Management*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 8 | 5 | | | | | | | | | | | | | | 8 | 5 | | |
| Professional (02) | 16 | 4 | 1 | | | | | | | | | | | | | 16 | 4 | 1 | |
| Technical (03) | | | | | | | | | | | | | | | | | | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 1 | 1 | | | | | | | | | | | | | | 1 | 1 | | |
| Admin. Support (06) | 2 | 2 | | | | | | | | | | | | | | 2 | 2 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 27 | 12 | 1 | 1 | | 0 | 0 | 0 | | | 0 | 0 | 0 | 0 | | 27 | 12 | 1 | 1 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | ST | BA | | | 2 | | | | 1 | | | | 0 | | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 2 | 0 | 0 | | 1 | 0 | 0 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | PN | 2 | | 1 | | BA | | | | | | | |
| Technical (03) | BA | | | | | NA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | 2 | | | | NA | | | | | | | |
| TOTALS | | 4 | 0 | 1 | | | 0 | 0 | 0 | | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Natural Resources*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 76 | 16 | 2 | | | 4 | 1 | | | | 8 | 3 | | | | 75 | 17 | 1 | |
| Professional (02) | 413 | 91 | 24 | | | 17 | 5 | 1 | | | 57 | 24 | 5 | | | 432 | 96 | 26 | |
| Technical (03) | 178 | 26 | 3 | | | | | | | | 1 | | | | | 11 | 6 | 1 | |
| Protective Service (04) | 121 | 11 | 9 | | | 4 | 1 | | | | 6 | 2 | | | | 123 | 12 | 9 | |
| Paraprofessional (05) | 16 | 14 | 1 | | | | | | | | 2 | 1 | | | | 20 | 17 | 1 | |
| Admin. Support (06) | 44 | 40 | 8 | | | 2 | | 2 | | | 4 | 3 | | | | 45 | 41 | 6 | |
| Skilled Craft (07) | 3 | | | | | | | | | | | | | | | 3 | | | |
| Service/Maint. (08) | 2 | 2 | | | | 2 | | | | | 8 | 2 | | | | 171 | 23 | 2 | |
| TOTALS | 853 | 2 | 47 | 41 | | 29 | 7 | 3 | 2 | | 86 | 35 | 5 | 1 | | 880 | 212 | 46 | 39 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 02 | | | | FY 02 | | | | EOFY 02 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | PN | BA | | | 27 | NU | | | 2 | NG | | | 0 | NU | |
| Professional (02) | PN | NP | | | 30 | 34 | | | 13 | NG | | | -2 | 2 | |
| Technical (03) | BA | BA | | | 41 | 7 | | | 4 | 2 | | | 11 | 1 | |
| Protective Service (04) | PN | BA | | | 6 | NU | | | 1 | NG | | | 0 | NU | |
| Paraprofessional (05) | BA | BA | | | NU | NU | | | NG | NG | | | NU | NU | |
| Admin. Support (06) | BA | BA | | | NU | NU | | | NG | NG | | | NU | NU | |
| Skilled Craft (07) | BA | BA | | | NU | NU | | | NG | NG | | | NU | NU | |
| Service/Maint. (08) | NP | NP | | | NU | NU | | | NG | NG | | | NU | NU | |
| TOTALS | | | | | 104 | 41 | 18 | | 20 | 2 | 4 | | | | -2 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | PN | 17 | | 4 | | NP | 1 | | | | | | |
| Professional (02) | PN | 32 | | 20 | | NP | 33 | | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | | |
| Protective Service (04) | PN | 6 | | 1 | | BA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | BA | | | | | BA | | | | | | | |
| Service/Maint. (08) | PN | 2 | | | | NP | 3 | | | | | | |
| TOTALS | | 57 | 0 | 25 | | | 37 | 0 | 0 | | 24 | | 2 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Parole*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 4 | 2 | 2 | | | | | | | | 1 | 1 | | | | 4 | | 2 | |
| Professional (02) | 4 | 2 | | | | | | | | | | | | | | 4 | 2 | | |
| Technical (03) | | | | | | | | | | | | | | | | | | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 1 | 1 | | | | | | | | | | | | | | | | | |
| Admin. Support (06) | 2 | 2 | | | | | | | | | 1 | 1 | | | | 2 | 2 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 11 | 7 | 2 | 0 | | 0 | 0 | 0 | | | 2 | 2 | 0 | 0 | | 10 | 4 | 2 | 0 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | NA | NA | | | | | | | | | | | | | |
| Professional (02) | NA | NA | | | | | | | | | | | | | |
| Technical (03) | NA | NA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | NA | NA | | | | | | | | | | | | | |
| Admin. Support (06) | NA | NA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 0 | 0 | 0 | | 0 | 0 | 0 | | | | 0 |

### FY '03 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | NA | | | | | NA | | | | | | | |
| Professional (02) | NA | | | | | NA | | | | | | | |
| Technical (03) | NA | | | | | NA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | NA | | | | | NA | | | | | | | |
| Admin. Support (06) | NA | | | | | NA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 0 | 0 | 0 | | | 0 | 0 | 0 | | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Personnel*

### FY '03 Workforce Changes ('03

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 17 | 8 | | | | | | | | | | | | | | 9 | 4 | | |
| Professional (02) | 90 | 51 | 3 | | | | | | | | 3 | 2 | | | | 39 | 23 | 1 | |
| Technical (03) | 19 | 17 | 3 | | | | | | | | | | | | | 8 | 7 | 1 | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 9 | 8 | 1 | | | 1 | 1 | | | | | | | | | 3 | 3 | 1 | |
| Admin. Support (06) | 13 | 8 | 3 | | | 1 | | 1 | | | | | | | | 6 | 4 | 1 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 148 | 92 | 10 | 12 | | 2 | 1 | 1 | 0 | | 3 | 2 | 0 | 0 | | 65 | 41 | 4 | 9 |

### FY '03 Goals & Achievements

| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | |
| Technical (03) | BA | BA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 |

### FY '04 Affirmative Action Goals BOFY—Excluding IPERS

As of FY 2004, Personnel became an enterprise within the Department of Administrative Services. Its affirmative action goals were incorporated into the department-wide plan.

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Public Defense*

### *FY '03 Workforce Changes*

| EEO Code | Workforce EOFY 02 | | | | 03 Terms from State | | | | 03 Hires Promo & New | | | | Workforce EOFY 03 | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 17 | 8 | | | 2 | 1 | | | 6 | 5 | | | 28 | 7 | | |
| Professional (02) | 90 | 51 | 3 | | 4 | 2 | | | 13 | 6 | | | 69 | 24 | 1 | |
| Technical (03) | 19 | 17 | 3 | | 1 | | | | 1 | | | | 15 | 4 | 2 | |
| Protective Service (04) | | | | | 8 | | | | 18 | | 2 | | 101 | 9 | 7 | |
| Paraprofessional (05) | 9 | 8 | 1 | | | | | | 1 | 1 | | | 15 | 10 | | |
| Admin. Support (06) | 13 | 8 | 3 | | 1 | 1 | | | | | | | 12 | 12 | 1 | |
| Skilled Craft (07) | | | | | 1 | | | | 5 | | 1 | | 53 | 2 | 2 | |
| Service/Maint. (08) | | | | | 1 | 1 | | | 5 | | 1 | | 34 | 6 | 4 | |
| TOTALS | 148 | 92 | 10 | 12 | 18 | 5 | 0 | 0 | 49 | 12 | 4 | 3 | 327 | 74 | 17 | 8 |

### FY '03 Goals & Achievements

| EEO Code | Threshold Label | | | Total UU BOFY 03 | | | Hire Goal* FY 03 | | | Net Change EOFY 03 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | ST | BA | | 8 | | | 1 | | | 4 | | |
| Professional (02) | NP | NP | | 2 | | | | | | 0 | 0 | |
| Technical (03) | NP | BA | | 2 | | | | | | 0 | | |
| Protective Service (04) | ST | BA | | 9 | | | 1 | | | 0 | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | |
| Skilled Craft (07) | BA | NP | | | 1 | | | | | | 0 | |
| Service/Maint. (08) | ST | BA | | 3 | | | 1 | | | 1 | | |
| TOTALS | | | | 24 | 1 | 0 | 3 | 0 | 0 | | | 2 |

### FY '04 Affirmative Action Goals BOFY

| EEO Code | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | ST | 5 | | 1 | BA | | | | | | |
| Professional (02) | NP | 2 | | | NP | 2 | | | | | |
| Technical (03) | NP | 2 | | | BA | | | | | | |
| Protective Service (04) | ST | 10 | | 4 | BA | | | | | | |
| Paraprofessional (05) | NP | 1 | | | BA | | | | | | |
| Admin. Support (06) | BA | | | | BA | | | | | | |
| Skilled Craft (07) | BA | | | | NP | 1 | | | | | |
| Service/Maint. (08) | ST | 3 | | 1 | BA | | | | | | |
| TOTALS | | 23 | 0 | 6 | | 3 | 0 | 0 | 12 | 13 | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Public Employment Relations*

### FY '02 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 2 | 1 | | | | | | | 1 | | | | 3 | 1 | | |
| Professional (02) | 4 | 1 | | | | | | | | | | | 4 | 1 | | |
| Technical (03) | | | | | | | | | | | | | | | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | | | | | | | | | | | | | | | | |
| Admin. Support (06) | 3 | 3 | | | | | | | | | | | 3 | 3 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 9 | 5 | 0 | | 0 | 0 | 0 | | 1 | 0 | 0 | 0 | 10 | 5 | 0 | 0 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | NA | NA | | | | | | | | | | |
| Professional (02) | NA | NA | | | | | | | | | | |
| Technical (03) | NA | NA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | NA | NA | | | | | | | | | | |
| Admin. Support (06) | NA | NA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | NA | | | | NA | | | | | | |
| Professional (02) | NA | | | | NA | | | | | | |
| Technical (03) | NA | | | | NA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | NA | | | | NA | | | | | | |
| Admin. Support (06) | NA | | | | NA | | | | | | |
| Skilled Craft (07) | NA | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | NA | | | | | | |
| TOTALS | | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Public Health*

### FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 58 | 41 | 3 | | 5 | 4 | | | 14 | 8 | | | 68 | 46 | 2 | |
| Professional (02) | 208 | 122 | 12 | | 11 | 3 | 3 | | 45 | 35 | 4 | | 219 | 104 | 13 | |
| Technical (03) | 6 | 6 | | | | | | | | | | | 7 | 7 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 33 | 31 | 2 | | 1 | 1 | | | 11 | 11 | 1 | | 38 | 36 | 3 | |
| Admin. Support (06) | 67 | 64 | 9 | | 10 | 9 | 3 | | 20 | 20 | 4 | | 65 | 63 | 8 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 372 | 264 | 26 | 24 | 27 | 17 | 6 | 3 | 90 | 74 | 9 | 0 | 397 | 256 | 26 | 24 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | ST | BA | | 1 | | | | | | -1 | | |
| Professional (02) | BA | NP | | | 3 | | | | | | 1 | |
| Technical (03) | BA | BA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 1 | 3 | 1 | 0 | 0 | 1 | | | 1 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | ST | 2 | 7 | 2 | BA | | | | | | |
| Professional (02) | BA | 1 | | | NP | 2 | | | | | |
| Technical (03) | BA | | | | BA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | BA | | | | BA | | | | | | |
| Admin. Support (06) | BA | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | NA | | | | | | |
| TOTALS | | 3 | 7 | 2 | | 2 | 0 | 0 | 2 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Public Safety*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 20 | 2 | | | | 1 | | | | | | | | | | 18 | 2 | | |
| Professional (02) | 89 | 41 | 5 | | | 4 | 3 | | | | 3 | 1 | 2 | | | 89 | 39 | 7 | |
| Technical (03) | 24 | 8 | 2 | | | 1 | 1 | | | | 4 | 3 | | | | 27 | 10 | 2 | |
| Protective Service (04) | 627 | 37 | 16 | | | 29 | 2 | | | | 5 | | | | | 595 | 34 | 16 | |
| Paraprofessional (05) | 17 | 15 | | | | 1 | 1 | | | | 1 | 1 | | | | 16 | 14 | | |
| Admin. Support (06) | 121 | 97 | 5 | | | 4 | 3 | | | | 9 | 8 | 1 | | | 116 | 93 | 5 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 898 | 200 | 28 | 10 | | 40 | 10 | 0 | 0 | | 22 | 13 | 3 | 1 | | 861 | 192 | 30 | 10 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | ST | BA | | | 5 | | | | | | | | 0 | | |
| Professional (02) | NP | NP | | | 3 | 4 | | | | | | | 1 | 0 | |
| Technical (03) | PN | BA | | | 1 | | | | 1 | | | | 0 | | |
| Protective Service (04) | PN | PN | | | 14 | 1 | | | | | | | -2 | 0 | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | NP | | | 6 | 1 | | | | | | | 1 | 0 | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 29 | 6 | 45 | | 1 | 0 | 1 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | ST | 4 | | 1 | | BA | | | | | | | |
| Professional (02) | NP | 2 | | | | NP | 4 | | | | | | |
| Technical (03) | PN | 1 | | 0 | | NP | 1 | | | | | | |
| Protective Service (04) | PN | 14 | | 0 | | BA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | NP | 6 | | | | NP | 1 | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 27 | 0 | 1 | | | 6 | 0 | 0 | | 43 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Public Television*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 16 | 11 | 1 | | | | | | | | | | | | | 16 | 12 | | |
| Professional (02) | 51 | 17 | 1 | | | 2 | 1 | | | | | | | | | 49 | 16 | 1 | |
| Technical (03) | 34 | 5 | | | | 3 | | | | | | | | | | 31 | 5 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 6 | 5 | | | | | | | | | | | | | | 6 | 5 | | |
| Admin. Support (06) | 16 | 12 | 1 | | | 4 | 3 | | | | | | | | | 10 | 6 | 1 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | | | | |
| TOTALS | 123 | 50 | 3 | 2 | | 9 | 4 | 0 | | | 0 | 0 | 0 | 0 | | 112 | 44 | 2 | 2 |

### FY '02 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | ST | BA | | | 3 | | | | | | | | 0 | | |
| Technical (03) | NP | BA | | | 3 | | | | | | | | 0 | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | | | | |
| TOTALS | | | | | 6 | 0 | 2 | | 0 | 0 | 1 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | ST | 3 | | 1 | | BA | | | | | | | |
| Technical (03) | NP | 2 | | | | BA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | NA | | | | | NA | | | | | | | |
| TOTALS | | 5 | 0 | 1 | | | 0 | 0 | 0 | | 4 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Revenue & Finance (Revenue beginning 2004)*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 53 | 19 | | | | | | | | | 3 | 1 | | | | 55 | 20 | | |
| Professional (02) | 295 | 116 | 12 | | | 12 | 5 | | | | 3 | 1 | | | | 283 | 111 | 12 | |
| Technical (03) | 21 | 19 | 3 | | | | | | | | 1 | | | | | 21 | 18 | 2 | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 3 | 3 | 1 | | | | | | | | | | | | | 3 | 3 | 1 | |
| Admin. Support (06) | 117 | 103 | 11 | | | 7 | 6 | | | | 2 | 2 | | | | 109 | 96 | 10 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | 2 | | 1 | | | | | | | | | | | | | 2 | | 1 | |
| TOTALS | 491 | 260 | 28 | 31 | | 19 | 11 | 0 | 2 | | 9 | 4 | 0 | 2 | | 473 | 248 | 26 | 31 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | PN | NP | | | 5 | 1 | | | 1 | | | | 1 | | |
| Professional (02) | PN | BA | | | 27 | | | | 1 | | | | 1 | | |
| Technical (03) | BA | BA | | | | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | BA | BA | | | | | | | | | | | | | |
| TOTALS | | | | | 32 | 1 | 2 | | 2 | 0 | 1 | | | | -1 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | PN | 5 | | 0 | | NP | 1 | | | | | | |
| Professional (02) | PN | 22 | | 5 | | BA | | | | | | | |
| Technical (03) | BA | | | | | BA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | BA | | | | | BA | | | | | | | |
| TOTALS | | 27 | 0 | 5 | | | 1 | 0 | 0 | | 1 | 10 | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Secretary of State*

### FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 7 | 4 | | | 1 | | | | 8 | 6 | 1 | | 10 | 6 | 1 | |
| Professional (02) | 4 | 2 | | | | | | | 2 | 1 | | | 5 | 3 | | |
| Technical (03) | | | | | | | | | | | | | 1 | 1 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 7 | 7 | | | | | | | | | | | 6 | 6 | | |
| Admin. Support (06) | 11 | 10 | 2 | | | | | | | | | | 12 | 11 | 2 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 29 | 23 | 2 | 1 | 1 | 0 | 0 | | 10 | 7 | 1 | 0 | 34 | 27 | 3 | 1 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | |
| Professional (02) | BA | BA | | | | | | | | | | |
| Technical (03) | BA | BA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | BA | NA | | | | | | | | | | |
| TOTALS | | | | 0 | 0 | 1 | 0 | 0 | 1 | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | BA | | | | | | |
| Professional (02) | BA | | | | BA | | | | | | |
| Technical (03) | BA | | | | BA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | BA | | | | BA | | | | | | |
| Admin. Support (06) | BA | | | | BA | | | | | | |
| Skilled Craft (07) | NA | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | NA | | | | | | |
| TOTALS | | 0 | 0 | 0 | | 0 | 0 | 0 | 1 | | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Transportation*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 138 | 52 | 3 | | | 4 | 1 | 2 | | | 2 | 0 | 0 | | | 136 | 49 | 1 | |
| Professional (02) | 603 | 180 | 29 | | | 23 | 7 | 2 | | | 25 | 10 | 2 | | | 608 | 188 | 29 | |
| Technical (03) | 636 | 140 | 25 | | | 22 | 6 | | | | 19 | 2 | 1 | | | 654 | 141 | 25 | |
| Protective Service (04) | 113 | 9 | 4 | | | 7 | 1 | | | | 9 | 1 | 0 | | | 117 | 9 | 5 | |
| Paraprofessional (05) | 27 | 23 | 3 | | | | | | | | 0 | 0 | 0 | | | 27 | 23 | 3 | |
| Admin. Support (06) | 363 | 336 | 19 | | | 35 | 34 | 2 | | | 41 | 37 | 4 | | | 348 | 321 | 21 | |
| Skilled Craft (07) | 1214 | 41 | 60 | | | 47 | 1 | 2 | | | 72 | 1 | 3 | | | 1227 | 40 | 61 | |
| Service/Maint. (08) | 45 | 12 | 2 | | | 2 | | | | | 14 | 1 | 1 | | | 46 | 13 | 2 | |
| TOTALS | 3139 | 793 | 145 | 141 | | 140 | 50 | 8 | 8 | | 182 | 52 | 11 | 3 | | 3163 | 784 | 147 | 136 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | PN | NP | | | 13 | 1 | | | 1 | | | | -3 | -2 | |
| Professional (02) | PN | NP | | | 4 | 7 | | | | | | | 2 | 0 | |
| Technical (03) | PN | PN | | | 86 | 7 | | | 4 | 1 | | | 4 | -1 | |
| Protective Service (04) | ST | BA | | | 8 | | | | 1 | | | | 0 | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | NP | | | | 1 | | | | | | | | 0 | |
| Skilled Craft (07) | PN | PN | | | 3 | 1 | | | 1 | | | | 1 | 1 | |
| Service/Maint. (08) | PN | NP | | | 4 | 1 | | | | | | | 0 | 0 | |
| TOTALS | | | | | 118 | 18 | 58 | | 7 | 1 | 3 | | | | -2 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | PN | 15 | 4 | 1 | | NP | 3 | | | | | | |
| Professional (02) | PN | 2 | 1 | 1 | | NP | 8 | | | | | | |
| Technical (03) | PN | 91 | 15 | 1 | | PN | 9 | 6 | 1 | | | | |
| Protective Service (04) | ST | 8 | 6 | 1 | | BA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | 2 | | | | NP | 1 | | | | | | |
| Skilled Craft (07) | PN | 4 | | 0 | | NP | 2 | | | | | | |
| Service/Maint. (08) | PN | 3 | | 0 | | NP | 1 | | | | | | |
| TOTALS | | 125 | 26 | 4 | | | 24 | 6 | 1 | | 62 | 91 | 1 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Treasurer*

### FY '03 Workforce Changes

| | Workforce | | | | 03 Terms | | | | 03 Hires | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | from State | | | | Promo & New | | | | EOFY 03 | | | |
| | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D | T | F | Mn | D |
| Official /Admin (01) | 6 | 2 | | | 1 | | | | 3 | 2 | | | 6 | 3 | | |
| Professional (02) | 9 | 7 | | | 5 | 4 | | | 6 | 5 | | | 9 | 7 | | |
| Technical (03) | 1 | 1 | | | | | | | | | | | 1 | 1 | | |
| Protective Service (04) | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 2 | 2 | | | 1 | 1 | | | | | | | 1 | 1 | | |
| Admin. Support (06) | 5 | 5 | | | 2 | 2 | | | 1 | 1 | | | 4 | 4 | | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | | | | | | | | | | | | | | | | |
| TOTALS | 23 | 17 | 0 | 0 | 9 | 7 | 0 | 0 | 10 | 8 | 0 | 0 | 21 | 16 | 0 | 0 |

### FY '03 Goals & Achievements

| | Threshold | | | Total UU | | | Hire Goal* | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | BOFY 03 | | | FY 03 | | | EOFY 03 | | |
| | F | Mn | D | F | Mn | D | F | Mn | D | F | Mn | D |
| Official /Admin (01) | NA | NA | | | | | | | | | | |
| Professional (02) | NA | NA | | | | | | | | | | |
| Technical (03) | NA | NA | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | |
| Paraprofessional (05) | NA | NA | | | | | | | | | | |
| Admin. Support (06) | NA | NA | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | |
| Service/Maint. (08) | NA | NA | | | | | | | | | | |
| TOTALS | | | | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | Minority | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | Total | Proj. | Hire | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | Label | UU | Hires | Goal | UU | Hire | Goals |
| Official /Admin (01) | NA | | | | NA | | | | | | |
| Professional (02) | NA | | | | NA | | | | | | |
| Technical (03) | NA | | | | NA | | | | | | |
| Protective Service (04) | NA | | | | NA | | | | | | |
| Paraprofessional (05) | NA | | | | NA | | | | | | |
| Admin. Support (06) | NA | | | | NA | | | | | | |
| Skilled Craft (07) | NA | | | | NA | | | | | | |
| Service/Maint. (08) | NA | | | | NA | | | | | | |
| TOTALS | | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Veterans Affairs*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 18 | 8 | | | | 4 | 2 | | | | 4 | 2 | | | | 17 | 8 | | |
| Professional (02) | 163 | 133 | 4 | | | 19 | 15 | | | | 41 | 35 | 1 | | | 174 | 143 | 5 | |
| Technical (03) | 94 | 87 | | | | 10 | 9 | | | | 8 | 8 | | | | 92 | 85 | 1 | |
| Protective Service (04) | 4 | | | | | | | | | | | | | | | 4 | | | |
| Paraprofessional (05) | 268 | 241 | 12 | | | 44 | 35 | 2 | | | 43 | 36 | 2 | | | 255 | 230 | 12 | |
| Admin. Support (06) | 59 | 54 | 1 | | | 3 | | | | | 2 | | | | | 61 | 56 | 1 | |
| Skilled Craft (07) | 22 | | | | | | | | | | 2 | 1 | | | | 24 | 1 | | |
| Service/Maint. (08) | 105 | 80 | 7 | | | 5 | 5 | | | | 6 | 3 | | | | 109 | 82 | 8 | |
| TOTALS | 733 | 603 | 24 | 38 | | 85 | 66 | 2 | 5 | | 106 | 85 | 3 | 4 | | 736 | 605 | 27 | 37 |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | NP | BA | | | 1 | | | | | | | | 0 | | |
| Professional (02) | BA | NP | | | | 1 | | | | | | | | 0 | |
| Technical (03) | BA | NP | | | | 1 | | | | | | | | 1 | |
| Protective Service (04) | BA | BA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | BA | BA | | | | | | | | | | | | | |
| Service/Maint. (08) | BA | BA | | | | | | | | | | | | | |
| TOTALS | | | | | 1 | 2 | 14 | | 0 | 0 | 1 | | | | -2 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | | Total | Proj. | Hire | | | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Label | UU | Hires | Goal | | Label | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | BA | | | | | NP | | | | | | | |
| Technical (03) | BA | | | | | NP | 1 | | | | | | |
| Protective Service (04) | BA | | | | | BA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | NP | 1 | | | | | | |
| Skilled Craft (07) | BA | | | | | BA | | | | | | | |
| Service/Maint. (08) | BA | | | | | BA | | | | | | | |
| TOTALS | | 0 | 0 | 0 | | | 2 | 0 | 0 | | 16 | 57 | 4 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3.

## *Workforce Development*

### FY '03 Workforce Changes

| | Workforce | | | | | 03 Terms | | | | | 03 Hires | | | | | Workforce | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | EOFY 02 | | | | | from State | | | | | Promo & New | | | | | EOFY 03 | | | |
| | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D | | T | F | Mn | D |
| Official /Admin (01) | 42 | 25 | 2 | | | 2 | | | | | 5 | 2 | | | | 39 | 23 | 2 | |
| Professional (02) | 550 | 316 | 69 | | | 13 | 8 | 2 | | | 34 | 25 | | | | 558 | 324 | 73 | |
| Technical (03) | 58 | 45 | 10 | | | 4 | 3 | | | | 25 | 20 | | | | 71 | 56 | 15 | |
| Protective Service (04) | | | | | | | | | | | | | | | | | | | |
| Paraprofessional (05) | 15 | 15 | 1 | | | | | | | | | | | | | 14 | 14 | 1 | |
| Admin. Support (06) | 89 | 82 | 15 | | | 6 | 5 | | | | 11 | 10 | | | | 80 | 75 | 14 | |
| Skilled Craft (07) | | | | | | | | | | | | | | | | | | | |
| Service/Maint. (08) | 3 | 2 | | | | | | | | | | | | | | 3 | 2 | | |
| TOTALS | 757 | 485 | 97 | 59 | | 25 | 16 | 2 | 0 | | 75 | 57 | 0 | 4 | | 765 | 494 | 105 | |

### FY '03 Goals & Achievements

| | Threshold | | | | Total UU | | | | Hire Goal* | | | | Net Change | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Label | | | | BOFY 03 | | | | FY 03 | | | | EOFY 03 | | |
| | F | Mn | D | | F | Mn | D | | F | Mn | D | | F | Mn | D |
| Official /Admin (01) | BA | BA | | | | | | | | | | | | | |
| Professional (02) | NP | BA | | | 6 | | | | | | | | | | |
| Technical (03) | NP | BA | | | 1 | | | | | | | | | | |
| Protective Service (04) | NA | NA | | | | | | | | | | | | | |
| Paraprofessional (05) | BA | BA | | | | | | | | | | | | | |
| Admin. Support (06) | BA | BA | | | | | | | | | | | | | |
| Skilled Craft (07) | NA | NA | | | | | | | | | | | | | |
| Service/Maint. (08) | NA | BA | | | | | | | | | | | | | |
| TOTALS | | | | | 7 | 0 | 0 | | 0 | 0 | 0 | | | | 0 |

### FY '04 Affirmative Action Goals BOFY

| | Female | | | | | Minority | | | | | Persons w/Disabilities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EEO Code | Bal. | Total | Proj. | Hire | | Bal. | Total | Proj. | Hire | | Total | Proj. | Hire |
| | Year | UU | Hires | Goal | | Year | UU | Hires | Goal | | UU | Hire | Goals |
| Official /Admin (01) | BA | | | | | BA | | | | | | | |
| Professional (02) | NP | 8 | | | | BA | | | | | | | |
| Technical (03) | NP | 1 | | | | BA | | | | | | | |
| Protective Service (04) | NA | | | | | NA | | | | | | | |
| Paraprofessional (05) | BA | | | | | BA | | | | | | | |
| Admin. Support (06) | BA | | | | | BA | | | | | | | |
| Skilled Craft (07) | NA | | | | | NA | | | | | | | |
| Service/Maint. (08) | BA | | | | | BA | | | | | | | |
| TOTALS | | 9 | 0 | 0 | | | 0 | 0 | 0 | | 0 | 0 | 0 |

*Hiring Goals set only for categories showing ST or PN.

See Appendix A for Notes on Department Tables, page 18. See AA Plan Methodology on page 3

# B. WORKFORCE COMPOSITION

**TOTAL FULL-TIME WORKFORCE**

| | June '03 | June '02 | Net Change | State Government Workforce % b. June '03 | State Government Workforce % b. June '02 | 90 Census Statewide Labor Force Availability c. |
|---|---|---|---|---|---|---|
| Male | 9,630 | 9,566 | 64 | 50.7% | 50.5% | 54.0% |
| Female | 9,347 | 9,387 | -40 | 49.3% | 49.5% | 46.0% |
| Non-Minority | 17,999 | 17,996 | 3 | 94.8% | 95.0% | 96.6% |
| Minority | 978 | 957 | 21 | 5.2% | 5.0% | 3.4% |
| W/Disability | 800 | 838 | -38 | 4.2% | 4.4% | 7.6% |
| W/O Disability d. | 15,463 | 15,347 | 116 | 81.5% | 81.0% | 92.4% |
| Unk/Disability | 2,714 | 2,768 | -54 | 14.3% | 14.6% | n/a |
| TOTALS | 18,977 | 18,953 | 24 | | | |

**1. OFFICIAL/ADMINISTRATOR**

| | June '03 | June '02 | Net Change | State Government Workforce % June '03 | State Government Workforce % June '02 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 602 | 599 | 3 | 57.3% | 57.4% | 71.6% |
| Female | 449 | 444 | 5 | 42.7% | 42.6% | 28.4% |
| Non-Minority | 1,017 | 1,005 | 12 | 96.8% | 96.4% | 98.6% |
| Minority | 34 | 38 | -4 | 3.2% | 3.6% | 1.4% |
| TOTALS | 1,051 | 1,043 | 8 | | | |

**2. PROFESSIONAL**

| | June '03 | June '02 | Net Change | State Government Workforce % June '03 | State Government Workforce % June '02 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 2,950 | 2,973 | -23 | 46.1% | 46.7% | 45.6% |
| Female | 3,450 | 3,391 | 59 | 53.9% | 53.3% | 54.4% |
| Non-Minority | 6,031 | 6,004 | 27 | 94.2% | 94.3% | 96.7% |
| Minority | 369 | 360 | 9 | 5.8% | 5.7% | 3.3% |
| TOTALS | 6,400 | 6,364 | 36 | | | |

**3. TECHNICIAN**

| | June '03 | June '02 | Net Change | State Government Workforce % June '03 | State Government Workforce % June '02 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 885 | 1,011 | -126 | 41.8% | 44.9% | 59.7% |
| Female | 1,231 | 1,243 | -12 | 58.2% | 55.1% | 40.3% |
| Non-Minority | 2,021 | 2,164 | -143 | 95.5% | 96.0% | 96.9% |
| Minority | 95 | 90 | 5 | 4.5% | 4.0% | 3.1% |
| TOTALS | 2,116 | 2,254 | -138 | | | |

**4. PROTECTIVE SERVICE**

| | June '03 | June '02 | Net Change | State Government Workforce % June '03 | State Government Workforce % June '02 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 2,512 | 2,449 | 63 | 85.0% | 85.0% | 85.6% |
| Female | 445 | 432 | 13 | 15.0% | 15.0% | 14.4% |
| Non-Minority | 2,816 | 2,752 | 64 | 95.2% | 95.5% | 95.4% |
| Minority | 141 | 129 | 12 | 4.8% | 4.5% | 4.6% |
| TOTALS | 2,957 | 2,881 | 76 | | | |

**5. PARAPROFESSIONAL**

| | June '03 | June '02 | Net Change | State Government Workforce % June '03 | State Government Workforce % June '02 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 461 | 467 | -6 | 25.3% | 25.2% | 7.2% |
| Female | 1,358 | 1,387 | -29 | 74.7% | 74.8% | 92.8% |
| Non-Minority | 1,757 | 1,788 | -31 | 96.6% | 96.4% | 95.8% |
| Minority | 62 | 66 | -4 | 3.4% | 3.6% | 4.2% |
| TOTALS | 1,819 | 1,854 | -35 | | | |

**6. ADMINISTRATIVE SUPPORT**

| | June '03 | June '02 | Net Change | State Government Workforce % June '03 | State Government Workforce % June '02 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 162 | 177 | -15 | 7.5% | 7.8% | 23.5% |
| Female | 2,009 | 2,102 | -93 | 92.5% | 92.2% | 76.5% |
| Non-Minority | 2,020 | 2,124 | -104 | 93.0% | 93.2% | 96.9% |
| Minority | 151 | 155 | -4 | 7.0% | 6.8% | 3.1% |
| TOTALS | 2,171 | 2,279 | -108 | | | |

**7. SKILLED CRAFT**

| | June '03 | June '02 | Net Change | State Government Workforce % June '03 | State Government Workforce % June '02 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 1,608 | 1,589 | 19 | 96.6% | 96.5% | 91.8% |
| Female | 57 | 57 | 0 | 3.4% | 3.5% | 8.2% |
| Non-Minority | 1,594 | 1,578 | 16 | 95.7% | 95.9% | 97.8% |
| Minority | 71 | 68 | 3 | 4.3% | 4.1% | 2.2% |
| TOTALS | 1,665 | 1,646 | 19 | | | |

**8. SERVICE MAINTENANCE**

| | June '03 | June '02 | Net Change | State Government Workforce % June '03 | State Government Workforce % June '02 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 450 | 301 | 149 | 56.4% | 47.6% | 62.5% |
| Female | 348 | 331 | 17 | 43.6% | 52.4% | 37.5% |
| Non-Minority | 743 | 581 | 162 | 93.1% | 91.9% | 95.1% |
| Minority | 55 | 51 | 4 | 6.9% | 8.1% | 4.9% |
| TOTALS | 798 | 632 | 166 | | | |

a. Payroll Query, Executive Branch Full-time Workforce Composition (pay periods ending 6-20-02and 6-19-03) . Does not include Fair Authority, Regents, Governor's Office, Elected Officials, Alliance on Substance Abuse or Board Members and Commissioners.
b. State Government Workforce % identifies the percentage of each employee group compared to all groups within each EEO. For example, of all employees in the Professional category in 2003, 5.8% were racial/ethnic minority.
c. "Affirmative Action Data for Iowa--Iowa EEO-4 categories, 1990 Census, IA Department of Workforce Development."
d. "General Profile, Summary Tape File 3A, 1990 Census of Population and Housing."

# C. WORKFORCE COMPOSITION OVER 10 YEARS

**TOTAL FULL-TIME WORKFORCE: June 1993 - June 2003** a.

| | June '03 | June '93 | 10 Year Net Change | State Government Workforce % b. June '03 | State Government Workforce % b. June '93 | 90 Census Statewide Labor Force Availability c. |
|---|---|---|---|---|---|---|
| Male | 9,630 | 9,443 | 187 | 50.7% | 51.7% | 54.0% |
| Female | 9,347 | 8,806 | 541 | 49.3% | 48.3% | 46.0% |
| Non-Minority | 17,999 | 17,312 | 687 | 94.8% | 94.9% | 96.6% |
| Minority | 978 | 937 | 41 | 5.2% | 5.1% | 3.4% |
| W/Disability d. | 800 | 1,050 | -250 | 4.2% | 5.8% | 7.6% |
| W/O Disability | 15,463 | 17,199 | -1,736 | 81.5% | 94.2% | 92.4% |
| Unk/Disability | 2,714 | | 2,714 | 14.3% | 0.0% | n/a |
| TOTALS | 18,977 | 18,249 | 728 | | | |

**1. OFFICIAL/ADMINISTRATOR**

| | June '03 | June '93 | 10 Year Net Change | State Government Workforce % June '03 | State Government Workforce % June '93 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 602 | 599 | 3 | 57.3% | 57.4% | 71.6% |
| Female | 449 | 444 | 5 | 42.7% | 42.6% | 28.4% |
| Non-Minority | 1,017 | 1,005 | 12 | 96.8% | 96.4% | 98.6% |
| Minority | 34 | 38 | -4 | 3.2% | 3.6% | 1.4% |
| TOTALS | 1,051 | 1,043 | 8 | | | |

**2. PROFESSIONAL**

| | June '03 | June '93 | 10 Year Net Change | State Government Workforce % June '03 | State Government Workforce % June '93 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 2,950 | 2,973 | -23 | 46.1% | 46.7% | 45.6% |
| Female | 3,450 | 3,391 | 59 | 53.9% | 53.3% | 54.4% |
| Non-Minority | 6,031 | 6,004 | 27 | 94.2% | 94.3% | 96.7% |
| Minority | 369 | 360 | 9 | 5.8% | 5.7% | 3.3% |
| TOTALS | 6,400 | 6,364 | 36 | | | |

**3. TECHNICIAN**

| | June '03 | June '93 | 10 Year Net Change | State Government Workforce % June '03 | State Government Workforce % June '93 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 885 | 1,011 | -126 | 41.8% | 44.9% | 59.7% |
| Female | 1,231 | 1,243 | -12 | 58.2% | 55.1% | 40.3% |
| Non-Minority | 2,021 | 2,164 | -143 | 95.5% | 96.0% | 96.9% |
| Minority | 95 | 90 | 5 | 4.5% | 4.0% | 3.1% |
| TOTALS | 2,116 | 2,254 | -138 | | | |

**4. PROTECTIVE SERVICE**

| | June '03 | June '93 | 10 Year Net Change | State Government Workforce % June '03 | State Government Workforce % June '93 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 2,512 | 2,449 | 63 | 85.0% | 85.0% | 85.6% |
| Female | 445 | 432 | 13 | 15.0% | 15.0% | 14.4% |
| Non-Minority | 2,816 | 2,752 | 64 | 95.2% | 95.5% | 95.4% |
| Minority | 141 | 129 | 12 | 4.8% | 4.5% | 4.6% |
| TOTALS | 2,957 | 2,881 | 76 | | | |

**5. PARAPROFESSIONAL**

| | June '03 | June '93 | 10 Year Net Change | State Government Workforce % June '03 | State Government Workforce % June '93 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 461 | 467 | -6 | 25.3% | 25.2% | 7.2% |
| Female | 1,358 | 1,387 | -29 | 74.7% | 74.8% | 92.8% |
| Non-Minority | 1,757 | 1,788 | -31 | 96.6% | 96.4% | 95.8% |
| Minority | 62 | 66 | -4 | 3.4% | 3.6% | 4.2% |
| TOTALS | 1,819 | 1,854 | -35 | | | |

**6. ADMINISTRATIVE SUPPORT**

| | June '03 | June '93 | 10 Year Net Change | State Government Workforce % June '03 | State Government Workforce % June '93 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 162 | 177 | -15 | 7.5% | 7.8% | 23.5% |
| Female | 2,009 | 2,102 | -93 | 92.5% | 92.2% | 76.5% |
| Non-Minority | 2,020 | 2,124 | -104 | 93.0% | 93.2% | 96.9% |
| Minority | 151 | 155 | -4 | 7.0% | 6.8% | 3.1% |
| TOTALS | 2,171 | 2,279 | -108 | | | |

**7. SKILLED CRAFT**

| | June '03 | June '93 | 10 Year Net Change | State Government Workforce % June '03 | State Government Workforce % June '93 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 1,608 | 1,589 | 19 | 96.6% | 96.5% | 91.8% |
| Female | 57 | 57 | 0 | 3.4% | 3.5% | 8.2% |
| Non-Minority | 1,594 | 1,578 | 16 | 95.7% | 95.9% | 97.8% |
| Minority | 71 | 68 | 3 | 4.3% | 4.1% | 2.2% |
| TOTALS | 1,665 | 1,646 | 19 | | | |

**8. SERVICE MAINTENANCE**

| | June '03 | June '93 | 10 Year Net Change | State Government Workforce % June '03 | State Government Workforce % June '93 | 90 Census Statewide Labor Force Availability |
|---|---|---|---|---|---|---|
| Male | 450 | 301 | 149 | 56.4% | 47.6% | 62.5% |
| Female | 348 | 331 | 17 | 43.6% | 52.4% | 37.5% |
| Non-Minority | 743 | 581 | 162 | 93.1% | 91.9% | 95.1% |
| Minority | 55 | 51 | 4 | 6.9% | 8.1% | 4.9% |
| TOTALS | 798 | 632 | 166 | | | |

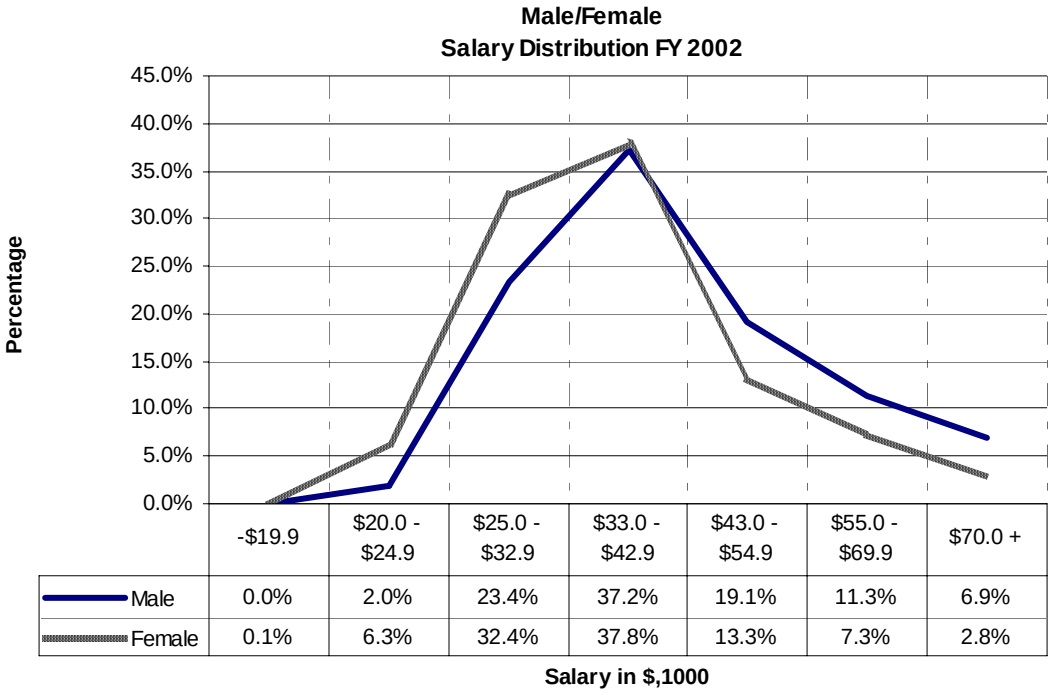
a. Payroll Query, Executive Branch Full-time Workforce Composition (pay period 6-19-03) and *Affirmative Action in Iowa*, Iowa Department of Personnel, August 1993. Does not include Fair Authority, Regents, Governor's Office, Elected Officials, Alliance on Substance Abuse or Board Members and Commissioners.

b. State Government Workforce % identifies the percentage of each employee group compared to all groups within each EEO. For example, of all employees in the Professional category in 2003, 5.8% were racial/ethnic minority.

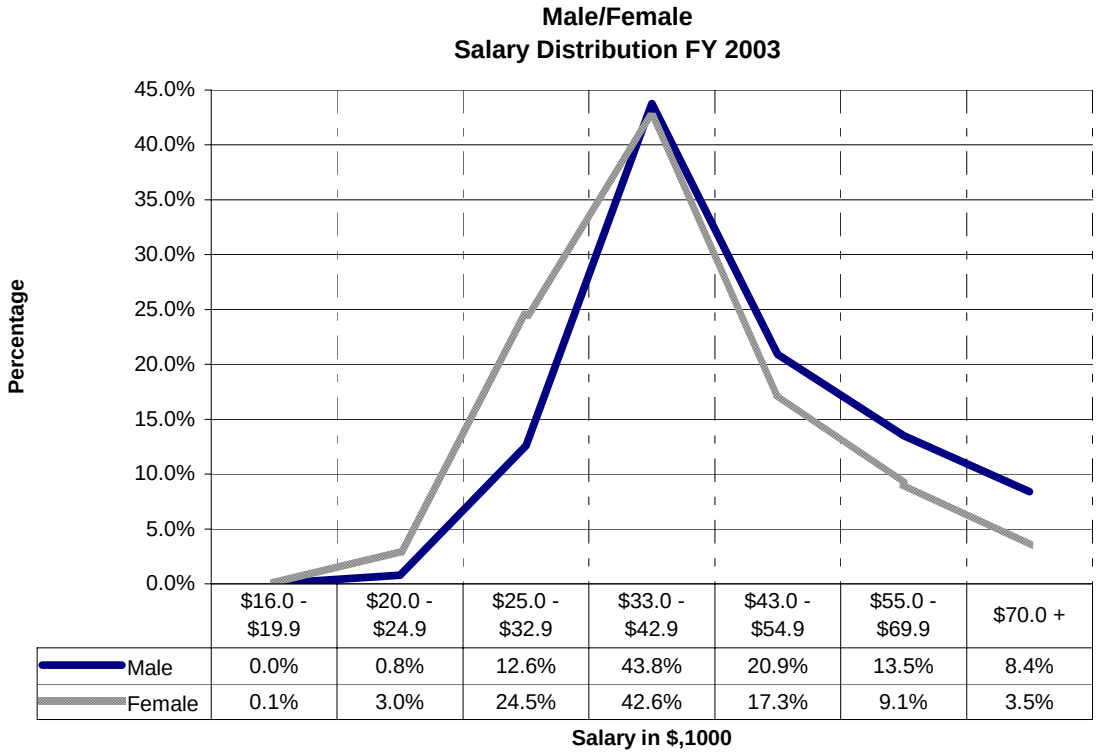
c. "Affirmative Action Data for Iowa--Iowa EEO-4 categories, 1990 Census, IA Department of Workforce Development."

d. "General Profile, Summary Tape File 3A, 1990 Census of Population and Housing."

# D. SALARY DISTRIBUTION

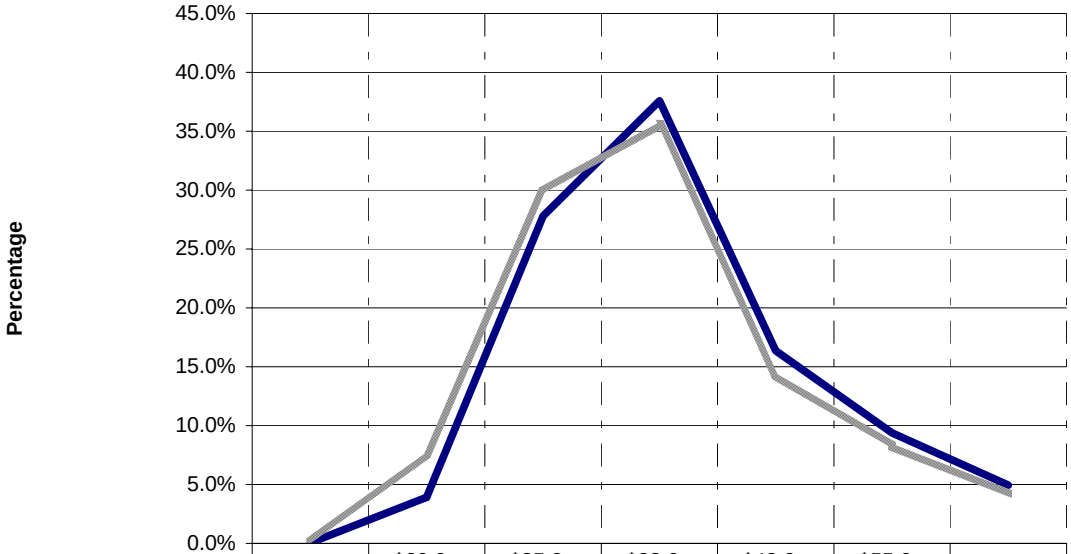



| | -$19.9 | $20.0 - $24.9 | $25.0 - $32.9 | $33.0 - $42.9 | $43.0 - $54.9 | $55.0 - $69.9 | $70.0 + |
|---|---|---|---|---|---|---|---|
| Male | 0.0% | 2.0% | 23.4% | 37.2% | 19.1% | 11.3% | 6.9% |
| Female | 0.1% | 6.3% | 32.4% | 37.8% | 13.3% | 7.3% | 2.8% |




| | $16.0 - $19.9 | $20.0 - $24.9 | $25.0 - $32.9 | $33.0 - $42.9 | $43.0 - $54.9 | $55.0 - $69.9 | $70.0 + |
|---|---|---|---|---|---|---|---|
| Male | 0.0% | 0.8% | 12.6% | 43.8% | 20.9% | 13.5% | 8.4% |
| Female | 0.1% | 3.0% | 24.5% | 42.6% | 17.3% | 9.1% | 3.5% |

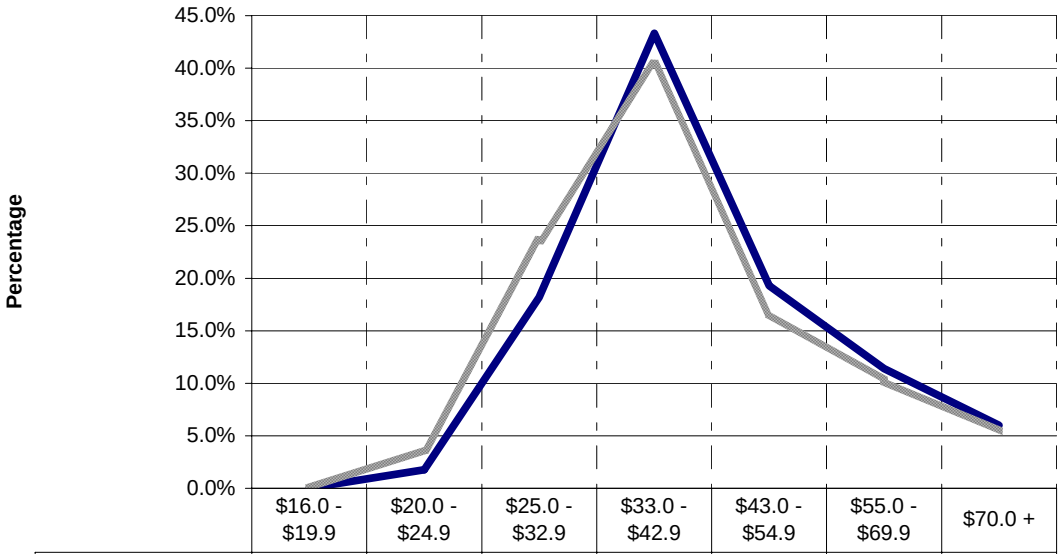
**Minority/Nonminority**
**Salary Distribution FY 2002**




| | -$19.9 | $20.0 - $24.9 | $25.0 - $32.9 | $33.0 - $42.9 | $43.0 - $54.9 | $55.0 - $69.9 | $70.0 + |
|---|---|---|---|---|---|---|---|
| Nonminority | 0.1% | 3.9% | 27.8% | 37.6% | 16.4% | 9.4% | 4.9% |
| Minority | 0.1% | 7.6% | 29.9% | 35.6% | 14.3% | 8.3% | 4.2% |

**Salary in $,1000**

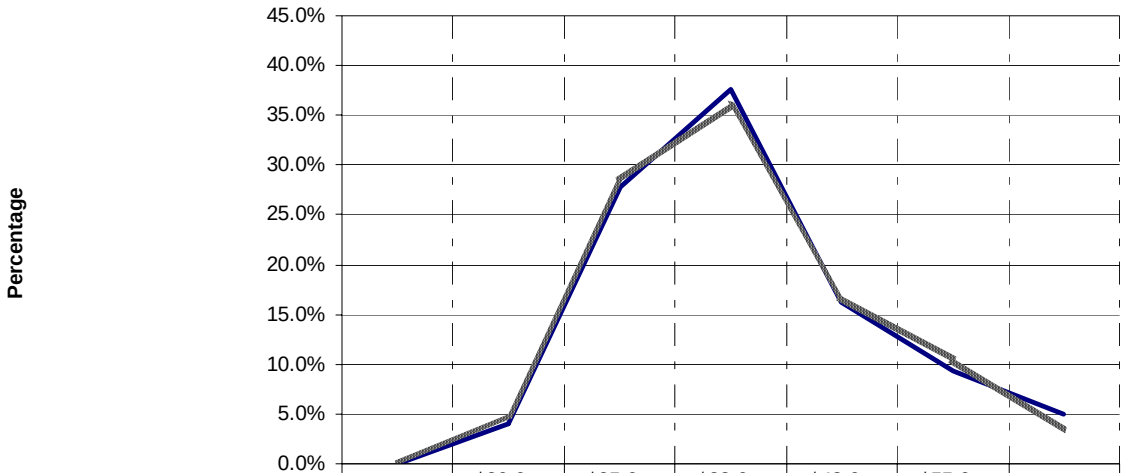
**Minority/Nonminority**
**Salary Distribution FY 2003**




| | $16.0 - $19.9 | $20.0 - $24.9 | $25.0 - $32.9 | $33.0 - $42.9 | $43.0 - $54.9 | $55.0 - $69.9 | $70.0 + |
|---|---|---|---|---|---|---|---|
| Nonminority | 0.0% | 1.8% | 18.2% | 43.3% | 19.3% | 11.4% | 6.0% |
| Minority | 0.0% | 3.7% | 23.6% | 40.4% | 16.7% | 10.2% | 5.4% |

**Salary in $,1000**

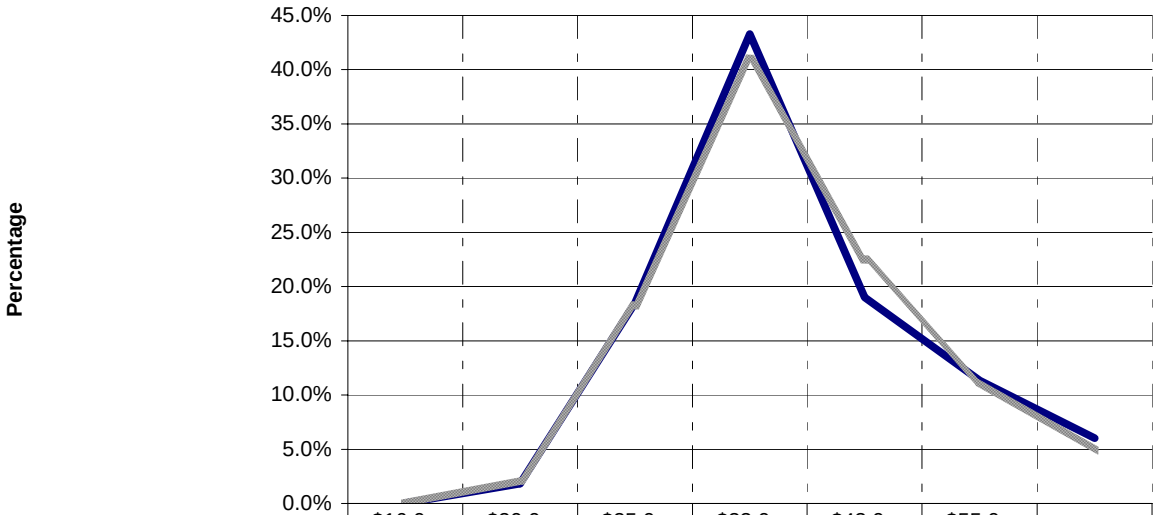
**Persons With Disabilities/Without Disabilities**
**Salary Distribution FY 2002**




| | -$19.9 | $20.0 - $24.9 | $25.0 - $32.9 | $33.0 - $42.9 | $43.0 - $54.9 | $55.0 - $69.9 | $70.0 + |
|---|---|---|---|---|---|---|---|
| Person w/o Disability | 0.0% | 4.1% | 27.9% | 37.5% | 16.2% | 9.3% | 5.0% |
| Person With Disability | 0.1% | 4.9% | 28.5% | 36.0% | 16.7% | 10.4% | 3.3% |

**Salary in $,1000**

**Persons With Disabilities/Without Disabilities**
**Salary Distribution FY 2003**




| | $16.0 - $19.9 | $20.0 - $24.9 | $25.0 - $32.9 | $33.0 - $42.9 | $43.0 - $54.9 | $55.0 - $69.9 | $70.0 + |
|---|---|---|---|---|---|---|---|
| Person w/o Disability | 0.0% | 1.8% | 18.5% | 43.3% | 19.0% | 11.3% | 6.0% |
| Person With Disability | 0.0% | 2.1% | 18.3% | 41.0% | 22.5% | 11.3% | 4.9% |

**Salary in $,1000**

# E. AA/EEO/DIVERSITY TRAINING

The following list details the participants from each department that participated in AA/EEO/Diversity training provided through Personnel Development Seminars (PDS). State of Iowa employees may have attended other training that is not tracked by PDS.

The purpose in providing this list is to emphasize the importance of training in understanding and complying with affirmative action and equal opportunity laws.

| Department | Class | 2003 | 2002 |
|---|---|---|---|
| **Agriculture** | What is ADA? | 1 | 1 |
| | Preventing Sexual Harassment-Supervisors | 0 | 1 |
| | EEO/AA Supervisors | 0 | 1 |
| **Auditor** | Preventing Sexual Harassment-Supervisors | 0 | 1 |
| **Blind** | What is ADA? | 1 | 0 |
| | Preventing Sexual Harassment-Supervisors | 1 | 0 |
| | EEO/AA Supervisors | 0 | 1 |
| | Valuing Diversity in the Workplace | 0 | 1 |
| **Civil Rights** | | 0 | 0 |
| **College Aid** | | 0 | 0 |
| **Commerce** | What is ADA? | 1 | 0 |
| | EEO/AA Supervisors | 10 | 0 |
| **Corrections** | What is ADA? | 27 | 13 |
| | Preventing Sexual Harassment-Supervisors | 33 | 60 |
| | EEO/AA Supervisors | 37 | 17 |
| | Valuing Diversity in the Workplace | 0 | 10 |
| | Preventing Sexual Harassment-Employees | 0 | 136 |
| **Cultural Affairs** | | 0 | 0 |
| **Econ. Dev.** | | 0 | 0 |
| **Education** | What is ADA? | 1 | 0 |
| | Preventing Sexual Harassment-Supervisors | 0 | 1 |
| | EEO/AA Supervisors | 1 | 1 |
| **Elder Affairs** | | 0 | 0 |
| **Ethics/Campaign** | | 0 | 0 |
| **Finance Authority** | What is ADA? | 7 | 5 |
| | Preventing Sexual Harassment-Supervisors | 3 | 4 |
| | EEO/AA Supervisors | 6 | 2 |
| | Valuing Diversity in the Workplace | 0 | 1 |
| **General Services** | Valuing Diversity in the Workplace | 0 | 23 |
| **Human Rights** | What is ADA? | 2 | 0 |
| | EEO/AA Supervisors | 0 | 2 |
| | Valuing Diversity in the Workplace | 0 | 3 |

| Department | Class | 2003 | 2002 |
|---|---|---|---|
| **Human Services** | What is ADA? | 35 | 22 |
| | Preventing Sexual Harassment-Supervisors | 23 | 8 |
| | EEO/AA Supervisors | 65 | 12 |
| | Valuing Diversity in the Workplace | 49 | 1 |
| | Preventing Sexual Harassment-Employees | 0 | 1 |
| **ITD** | | 0 | 0 |
| **DIA** | What is ADA? | 1 | 0 |
| | Preventing Sexual Harassment-Supervisors | 0 | 1 |
| | EEO/AA Supervisors | 0 | 1 |
| **ICN** | What is ADA? | 1 | 1 |
| | Preventing Sexual Harassment-Supervisors | 0 | 1 |
| | EEO/AA Supervisors | 1 | 1 |
| **IPTV** | Preventing Sexual Harassment-Supervisors | 0 | 1 |
| | EEO/AA Supervisors | 0 | 1 |
| **Justice** | | 0 | 0 |
| | Valuing Diversity in the Workplace | 0 | 1 |
| **Law Enforcement** | Preventing Sexual Harassment-Supervisors | 16 | 0 |
| | Preventing Sexual Harassment-Employees | 11 | 0 |
| **Management** | | 0 | 0 |
| **DNR** | What is ADA? | 17 | 0 |
| | Preventing Sexual Harassment-Supervisors | 28 | 0 |
| | EEO/AA Supervisors | 33 | 3 |
| | Valuing Diversity in the Workplace | 64 | 30 |
| | Preventing Sexual Harassment-Employees | 76 | 30 |
| **Parole** | | 0 | 0 |
| **IPERS** | | 0 | 0 |
| **Personnel** | What is ADA? | 3 | 0 |
| | Preventing Sexual Harassment-Supervisors | 0 | 1 |
| | EEO/AA Supervisors | 3 | 4 |
| | Valuing Diversity in the Workplace | 0 | 1 |
| **Public Defense** | What is ADA? | 2 | 1 |
| | EEO/AA Supervisors | 2 | 0 |
| **PERB** | | 0 | 0 |
| **Public Health** | What is ADA? | 1 | 1 |
| | Preventing Sexual Harassment-Supervisors | 0 | 1 |
| | EEO/AA Supervisors | 4 | 1 |
| **Public Safety** | Valuing Diversity in the Workplace | 0 | 3 |
| **Revenue & Finan.** | | 0 | 0 |
| **Sec. of State** | | 0 | 0 |

| Department | Class | 2003 | 2002 |
|---|---|---|---|
| **DOT** | What is ADA? | 5 | 0 |
| | Preventing Sexual Harassment-Supervisors | 6 | 23 |
| | EEO/AA Supervisors | 30 | 27 |
| | Valuing Diversity in the Workplace | 96 | 2 |
| | Preventing Sexual Harassment-Employees | 65 | 0 |
| **Treasurer** | | 0 | 0 |
| **Veteran's Affairs** | What is ADA? | 7 | 5 |
| | Preventing Sexual Harassment-Supervisors | 1 | 4 |
| | EEO/AA Supervisors | 9 | 6 |
| | Valuing Diversity in the Workplace | 0 | 10 |
| **Vocation Rehab.** | What is ADA? | 2 | 0 |
| | Preventing Sexual Harassment-Supervisors | 3 | 6 |
| | EEO/AA Supervisors | 4 | 0 |
| **IWD** | What is ADA? | 8 | 12 |
| | Preventing Sexual Harassment-Supervisors | 5 | 7 |
| | EEO/AA Supervisors | 2 | 20 |
| | Valuing Diversity in the Workplace | 47 | 0 |
| | Preventing Sexual Harassment-Employees | 58 | 0 |
| | **TOTALS** | **914** | **534** |

# F. GLOSSARY

## Accessibility

Accessibility for persons with disabilities requires a barrier-free environment in which the mobility of physically disabled persons is not inhibited by external barriers such as architectural design. This includes entrances into buildings, elevators, restrooms, water fountains, cafeterias, and conference rooms and office equipment.

## Affirmative Action

"Action appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity" (Iowa Code Section 19B.1).

## Availability

The availability of minorities or females for a job group means the percentage of minorities or females among persons in the relevant labor area having the requisite qualifications to perform the positions included in the job group. The availability of persons with disabilities means the percentage of persons with disabilities among persons the statewide labor area. The term is broad enough to include any factor that is in fact relevant to determining the availability of individuals for the. Availability figures are used in determining whether underutilization exists, and, where a goal is established, in determining the level of the goal. *(Adapted from the Glossary of Equal Opportunity/Affirmative Action Terms, Mary Jane Sinclair, and SPHR. SHRM White Paper.)*

## Balanced Workforce

A workforce that has women, racial/ethnic minorities and persons with disabilities represented in all job groups and salary ranges at approximately the same rate as their representation in the wider labor force, as reflected by availability.

## Disability

A Disability is a physical or mental impairment, which substantially limits one or more major life activity, a record of having such an impairment, or being perceived as having such impairment.

## Diversity

Diversity refers to any perceived difference among people. According to Roosevelt Thomas, Executive Director of the Institute for Managing, managing diversity is a complex process for developing an environment that works for all employees. Ann Morrison in New Leaders: Guidelines on Leadership Diversity in America has defined diversity on four levels:

- Diversity as racial/ethnic and gender balance
- Diversity as understanding of other cultures
- Diversity as culturally divergent values
- Diversity as broadly inclusive

The key to an organization initiating diversity as a managerial process is to clarify the organization's diversity objectives and to incorporate the objectives into its strategic plan.

## Equal Employment Opportunity

A system of practices that guarantees, by law, the same employment opportunity to all individuals regardless of their gender, creed, race, color, religion, national origin, age or physical or mental disabilities.

## Goal

An annual target for the placement of underutilized groups of protected class members in job groups where underutilization exists. Goals are not rigid and inflexible quotas. They must be targets reasonably attainable through good faith effort and must not cause any group of applicants to be excluded from the hiring process.

## Manifest Imbalance

Manifest imbalance occurs when the representation of protected groups in specific occupational groupings in the workforce is substantially below its representation in the relevant labor market.

## Olmstead Plan

Governor's Executive Order 27 directs state agencies to undertake steps to identify and address barriers to community living for individuals with disabilities and long term illness in Iowa. DAS-HRE (IDOP) was one of the identified state agencies and is participating in the initiative to identify employment barriers in state government for persons with disabilities. The "Olmstead decision" resulted from the U.S. Supreme Court decision, *Olmstead v. L.C.*, 527 U.S. 581 (1999), that interpreted Title II of the ADA to require "States to place qualified individuals with disabilities in community settings, rather than in institutions, whenever treatment professionals determine that such placement is appropriate, the affected persons do not oppose such placement, and the State can reasonably accommodate the placement…."

## Preferential and Non-preferential

Preferential (remedial) affirmative action permits numerical hiring goals that consider race and gender as factors in the selection process. It is the most intrusive and, as a result, the most likely basis for affirmative action litigation. Non-preferential (non-remedial) affirmative action. This results in active efforts by an

employer to attack and prevent discrimination by concerted proactive programs, but not by setting numerical goals. Non-preferential goals result in system improvements and are more enduring than isolated affirmative action hires

## Protected Groups

All employees regardless of racial/ethnic, gender, disability status or age groups are regarded as "protected groups" under equal employment opportunity laws. Those groups for which affirmative action remedies or EEO compliance are appropriate are those groups of employees, former employees or applicants who have experienced and/or continue to experience the loss of employment opportunities or benefits due to discriminatory practices or policies of the employer.

## Racial/Ethnic Categories

Black, (not of Hispanic Origin): A person having origins in any of the Black racial groups of Africa.

Hispanic: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian or Pacific Islander: A person having origins in any of the original people of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.

American Indian or Alaskan Native: A person having origins in any of the original people of North America who maintains cultural identification through tribal affiliation or community recognition.

White, Not of Hispanic Origin: A person having origins in any of the original people of Europe, North Africa, or the Middle East.

(Source: EEOC Form 164, State and Local Government Information, (EEO-4))

## Reasonable Accommodation

The ADA does not define "reasonable accommodation." Equal Employment Opportunity Commission (EEOC) regulations define "reasonable accommodations" as modifications or adjustments to the application process, work environment, or manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to be considered for a desired position, perform the essential functions of a position, or enjoy equal benefits and privileges of employment to other similarly-situated employees without disabilities [29 C.F.R. § 1630.2(o)(1) (1999)]. EEOC interpretive guidelines define "reasonable accommodation" as any change in the work environment or in the way things are usually done that results in equal employment opportunities for an individual with a disability [29 C.F.R. Pt. 1630, App. §1630.2(o) (1999)].

## Relevant Labor Force or Market

The relevant labor force or labor market is the geographic area from which an employer obtains a large portion of its workforce for a given occupational group.

## Remedial and Non-remedial Underutilization

Executive branch departments are required to participate in the State's Affirmative Action Plan and address all areas of underutilization with appropriate goals. Areas of manifest imbalance require both remedial (numeric) goals for balancing the state's workforce within that department and non-remedial goals, i.e., any methods in addition to affirmative action hires designed to balance the department's workforce. Where underutilization is not statistically significant and for underutilization of persons with disabilities, non-remedial goals are required.

## Qualitative Analysis

A qualitative utilization analysis shows whether and where an agency's employment policies and practices do or tend to exclude, disadvantage, restrict or adversely affect employees based on their age, sex, disability, and racial/ethnic minorities status. It should also show whether and where effects of prior illegal discrimination are left uncorrected. The analysis may include, but not be limited to, the following areas:

- Recruitment efforts and methods.
- Applicant flow characteristics study.
- Interview, selection, appointment, and placement policies and practices.
- Policies and practices affecting transfers, promotions, and reallocations.
- Selection of employees for training.
- Policies and practices in demotion, discipline, termination, and reduction in force.
- Laws, policies, and practices external to the agency that discourage effective results in affirmative action.

## Quantitative Analysis

A quantitative utilization analysis compares the employers workforce with relevant labor force in order to calculate the numerical and percentile of underrepresentation in the agency's work force, if any, by racial /ethnic minorities, gender and disability. [Adapted from IAC 581—20.1(19B)]

A qualitative analysis determines the appropriate numerical hiring goals to set for preferential underutilization, i.e., underutilization that statistically significant and indicative of manifest imbalance in the workforce.

## Underutilization

Condition when there are fewer women, racial/ethnic minorities, or persons with disabilities with requisite skills in a particular job category/group than would reasonably be expected by their availability in the relevant labor market for which an organization recruits.